

Date & Time: Tuesday, December 5, 2021, 5:00 p.m. – 6:30 p.m.

Meeting Minutes

1. Meeting called to order by President Linda Jenkins at 5:05 p.m.

- a. Roll Call – VP of Administration
 - Present: Linda Jenkins, President; Sunilyn Hertt, President Elect; Walt Hansmann, VP Programming; Kim Boggs, VP Membership; Rachel Wagner, VP Administration
 - Absent (unexcused): Lewana Harris, Past President
- b. Quorum established with 5 of 6 board members present
- c. Agenda for December 7, 2021, Board Meeting – motion made, seconded, approved

2. Board of Directors – President

- a. Approval – Minutes from November 2, 2021, Board Meeting – Motion made, seconded, approved.
- b. Status report on Approved Bylaws Changes Policies that are to be added to bylaws by December 31, 2021. Walt will send the 2018 Bylaws to Rachel. She will then update with the approved new bylaws by Dec. 31, 2021.
- c. Update on 2021 Risk Assessment by Rachel Wagner, Chair of 2021 Policies and Procedures Committee. Rachel thanked all committee members for their diligence to help create three new policies and thanked Linda for all she has done to bring completion to risk assessment items that were already in process. (Completed 2021 ATD Tulsa Chapter Risk Assessment document is attached.) Motion made, seconded, accepted - 2021 Risk Assessment.
 - i. Per Linda for 2022 – we should go back to our RFP Policy that we have in place and make some modifications that may allow more attendance if people can get CPTD and APTD credit now that we are a certified chapter.
 - ii. Walt suggested for 2022 to have a disclaimer in our liability insurance for the time we return to in-person events. Disclaimer example: *Attendees of any and all ATD Tulsa Chapter events assume all risks related to attendance, whether such risks occur on location prior to, during, or subsequent to the event. The attendee agrees to hold the ATD Tulsa Chapter and ATD harmless from any and all theft, damages, illness, or injuries that might arise due to attendance at the location. In addition, the attendee agrees to abide by all local health directives and guidelines in place at the location of the event.*
 - iii. Walt will check Wild Apricot to see if there's a pop-up box re: assuming no liability re: Covid.
 - iv. Need to add accessibility needs to sign-up box for events.
- d. ATD Leaders Conference (ALC) Debrief is scheduled for December 9th from 4:30 - 6:30 p.m. (via Zoom). President-Elect Suni will facilitate and discuss ideas to implement for our 2022 program.

3. Governance – President

- a. Airtable – Linda encouraged all board members to update Airtable by Dec. 17th as 2021 projects are completed so that Linda can enter CARE information and updates.

4. Financial - President

- a. Financial Reports as of November 30, 2021 – Motion made, seconded, accepted.
 - i. Per Statement of Financial Position, we have Total Assets of \$21,640.87 including \$6,541.13 in our checking account and \$15,001.44 in our Money Market account.
 - ii. Per Income and Expense Report:
 - Total November 2021 Income = \$2,022.50
 - Total November 2021 Expenses = none (?)
 - **Overall November 2021 Total = \$2,022.50**
 - iii. Linda went to Arvest to ask about the low interest on the Money Market account.
 - iv. Will clear the account from an unpaid member's \$25.00 Invoice. Will send final email to member that we will void the Invoice to clear our books for 2021.
 - v. Most memberships are going through ATD now.
 - vi. Linda paid sponsorship for Trainer Throwdown.
- b. ATDOK21 Budget Report
 - i. "Conference was a success" despite the lack of registrations from our own Tulsa chapter.
 - ii. Honorariums - \$200.00 each. Linda sent five of these checks already. None have hit checking account yet.

5. Membership – VP of Membership

- a. Monthly Membership Report as of November 30, 2021
Total Membership as of 11/30/21: 73 (0)
PM: 48 (+1)
Tulsa: 23 (-1)
Student: 1 (0)
Student PM: 1 (0)
PM/Membership: 67% (+3%)

Kim will verify date that Daysha Miller (TTCU Federal Credit Union) joined.

Kim will send personal emails to past-due Power Members who will be moved to non-member Dec. 22 to enable running year-end reports.

If member not renewing, why? (Need to ask this question)

- Motion made, seconded, accepted Membership Report
- b. Annual Member Survey Summary and plans for QT gift card drawing
 - i. Low number of responses
 - ii. Kim will mail gift cards to winners.

- Motion made, seconded, accepted Member Survey Summary
 - c. Holiday Cookie Grams for ATD Tulsa Members. Shipped on 12/2/21. Kim has tracking numbers. Should be delivered this week to coincide with Employee Learning Week.
6. Programming – VP of Programming
- a. November Program Meeting Survey Responses –
 - i. Very few responses
 - Motion made, seconded, accepted November Program Meeting Survey Responses
 - b. Coordinating Logistics for December Program Meeting on Friday, December 10, 2021
 - i. Topic & Presenters – Trainer Throwdown – Emory Lazenby and Lori Lee McCollough are the only contestants
 - ii. Accommodations – Virtual via Zoom
 - iii. Workshop Program – 12:00 PM to 1:00 PM with Welcome & Announcements from 11:45 AM to 12 PM and Networking from 1 PM to 1:30 PM CDT
 - iv. Only 10 registered so far
 - v. Board Member attendance & participation – Walt, Kim, Rachel, and Linda registered
 - vi. Post-meeting evaluation online distribution by Monday, December 13th & options to use Zoom polls at the beginning of the session to ask marketing questions currently included on evaluation
 - c. January program meeting
 - i. Suni will need to work on State of the Industry information for January Program Meeting. The report is available.
 - ii. Walt talked to Dr. Love. He would like to present later in the year with a workshop.
 - d. Opportunity to apply for pre-approval of programming to receive ATD Credits Towards CPTD and APTD
 - i. How do we determine that someone has completed something?
 - ii. Timing has to be one full hour; expand time to 1 hour, 15 minutes to allow enough time.
 - iii. Will use Amber Vanderburg’s template for RFP
7. Update on Statewide Conference ATDOK21 on October 28, 2021 – President-Elect
- a. Individual Session Survey Responses and Conference Survey Responses
 - i. Next time have an activity that would be inclusive (versus the Kahoots game)
 - ii. Next time have presenters do a walk through on the platform to help them become more familiar with actually presenting on it.
 - Motion made, seconded, accepted Individual Session Survey Responses and Conference Survey Responses
 - b. Update on suggestion to offer folks who did not attend ATDOK21 opportunity to view sessions for fee
 - i. Put language in our future RFP that there will be an opportunity for participants to view sessions for a fee if they could not attend during the conference dates.

- c. Next Steps:
 - i. Prepare and send honorarium checks to keynotes and workshop presenters – 5 of 8 completed – waiting for thank you cards from Andrea to put checks into cards
 - ii. Send handwritten thank you notes to keynotes and workshop presenters – 5 of 8 completed - waiting for thank you cards from Andrea
 - iii. Suni will write Andrea’s thank-you cards

- 8. Communications –
 - a. Communications Scheduled for December
 - 1. Membership Survey already done
 - 2. December Program Meeting Promotion
 - i. December newsletter – Walt will try to get it out next week.
 - ii. Will announce Throwdown winner and QT card winners
 - iii. Will express thanks to 2020 Board and promote new board
 - iv. Walt will send draft newsletter for board to review

- 9. Old Business - none

- 10. New Business - none

- 11. Confirm Action Items
 - **Walt** will update Bylaws by end of December and send copy to Rachel for her to add three new Bylaws
 - **Rachel** will add the 3 new Bylaws to the current Bylaws document by Dec. 31, 2021.
 - **Kim** will verify date that Daysha Miller (TTCU Federal Credit Union) joined.

 - **Kim** will send personal emails to past-due Power Members who will be moved to non-member Dec. 22 to enable running year-end reports.
 - **Kim** will mail QT gift cards to winners
 - **Kim** will verify date that Daysha Miller joined
 - **All board members** – make updates to Airtable by Dec. 17th so Linda can enter CARE info and updates
 - **Suni** will write Andrea’s thank-you notes to conference presenters
 - **Walt** will get Dec. newsletter out by end of week
 - **Suni and Walt** – will meet re: January programming

- 12. Meeting adjourned 6:30 p.m.

Minutes prepared and respectfully submitted by Rachel Wagner, VP Administration 12/22/21.

Date & Time: Tuesday, December 5, 2021 from 5:00 PM to 6:30 PM CDT

Location: Virtual via Zoom

<https://zoom.us/j/93582469678?pwd=bHZJSzMrdEFZdVp2Zjd6dTZWbitXQT09>

Meeting ID: 935 8246 9678 Passcode: 366573

1. Call Meeting to Order - President
 - a. Board Meeting Minutes will be taken by VP of Administration
 - b. Roll Call – VP of Administration
 - c. Confirm Quorum – Declare if Quorum is or is not Present (*51% of board members*)
 - d. Guests Present - Acknowledge and Record
 - e. Agenda for December 7, 2021 Board Meeting – **Review and Approve**

2. Board of Directors – President
 - a. Minutes from November 2, 2021 Board Meeting – **Review and Approve** – VP of Administration (**attached**)
 - b. Approved Bylaws Changes Policies – Approved bylaws changes need to be added to bylaws by December 31, 2021 – Status Report - VP of Administration
 - c. 2021 Risk Assessment – **Review & Accept** – VP of Administration (**attached**)
 - d. ATD Leaders Conference (ALC) Debrief scheduled for December 9th from 4:30 PM to 6:30 PM (virtual via Zoom) - President-Elect

3. Governance – President
 - a. Airtable – All board members encouraged to update as projects are completed – please complete 2021 updates by December 17, 2021

4. Financial - President
 - a. Financial Reports as of November 30, 2021 – **Review and Accept** (**attached**)
 - i. Statement of Financial Position
 - ii. Income and Expense Report
 - iii. ATDOK21 Budget Report

5. Membership – VP of Membership
 - a. Monthly Membership Report as of November 30, 2021 - **Review and Accept** (**attached**)
 - b. Annual Member Survey Summary and plans for QT gift card drawing – **Review and Accept** (**attached**)
 - c. Holiday Cookie Grams for ATD Tulsa Members

6. Programming – VP of Programming
 - a. November Program Meeting Survey Responses – **Review and Accept** (**attached**)
 - b. Coordinating Logistics for December Program Meeting on Friday, December 10, 2021
 - i. Topic & Presenter – Trainer Throwdown – Emory Lazenby and Lori Lee McCollough
 - ii. Accommodations – Virtual via Zoom
 - iii. Workshop Program – 12:00 PM to 1:00 PM with Welcome & Announcements from 11:45 AM to 12 PM and Networking from 1 PM to 1:30 PM CDT

- iv. Board Member Attendance & Participation – Walt, Kim, Rachel, and Linda registered
 - v. Post Meeting Evaluation Online Distribution by Monday, December 13th & Options to use Zoom polls at the beginning of the session to ask marketing questions currently included on evaluation
 - c. Opportunity to Apply for Pre-approval of Programming to Receive ATD Credits Towards CPTD and APTD
7. Update on Statewide Conference ATDOK21 on October 28, 2021 – President-Elect
- a. Individual Session Survey Responses and Conference Survey Responses **Review & Accept (attached)**
 - b. Update on suggestion to offer folks who did not attend ATDOK21 opportunity to view sessions for fee
 - c. Next Steps:
 - i. Prepare and send honorarium checks to keynotes and workshop presenters – 5 of 8 completed – waiting for thank you cards from Andrea to put checks into cards
 - ii. Send handwritten thank you notes to keynotes and workshop presenters – 5 of 8 completed - waiting for thank you cards from Andrea
8. Communications –
- a. Communications Scheduled for December
 - 1. Membership Survey
 - 2. December Program Meeting Promotion
9. Old Business
10. New Business
11. Confirm Action Items
12. Adjourn Meeting

Date & Time: Tuesday, November 2, 2021 from 5:00 PM to 7:00 PM CDT

1. Meeting called to order by President Linda Jenkins at 5:02 p.m.

- a. Roll Call
 - o Linda Jenkins, President; Sunilyn Hertt, President Elect; Walt Hansmann, VP Programming; Kim Boggs, VP Membership; Rachel Wagner, VP Administration
 - o Absent: Lewana Harris, Past-President
- b. Quorum established with 5 of 6 board members present
- c. Agenda for November 2, 2021 Board Meeting – motion made, seconded, approved.

2. Board of Directors – President

- a. Approval – Minutes from October 5, 2021 Board Meeting – Motion made, seconded, approved.
- b. 2022 Board positions update
 - o Suni has 2 prospects for 3 of the vacant positions: Stud Ward for VP of Administration and Andrew Englebrecht for VP of Finance.
 - o Still need VP of Accommodations
 - o Per bylaws, any vacant board positions will be advertised in January 2022 and if members apply, may be appointed to positions by board
- c. Approved bylaws changes – Rachel will add these to the Bylaws by December 31, 2021. Walt will send her an editable copy of the Bylaws.
- d. ATD Leaders Conference (ALC) - President-Elect
 - o Being attended by 5 elected 2022 board members from November 3 – 5, 2021. They are scheduled in specific sessions.
 - o Plans for ALC debrief and/or 2022 board planning session. Suni will check with Stu and Andrew re: their attendance at the Dec. 9th ALC debrief.
- e. NAC Meetings – Linda reported that these are completed for 2021. No new ones scheduled. ATD Tulsa had at least one board member attend each meeting. Therefore, ATD Tulsa achieved CARE Plus goal!

3. Governance – President

- a. Airtable – All board members encouraged to update as projects are completed. Airtable website is <https://airtable.com>

4. Financial - President

- a. Financial Reports as of October 31, 2021
 - o Per Statement of Financial Position, we have Total Assets of \$29,189.85 including \$12,630.48 in our Checking Account and \$15,001.07 in our Money Market account.
 - o Per Income and Expense Report:

Total October 2021 Income =	\$ 5,707.39
Total October 2021 Expense =	<u> \$98.41</u>
Overall October 2021 Total =	\$5,608.98

- Linda mentioned that most conference expenses will come in this month.
- Financial Reports as of October 31, 2021 – moved, seconded, accepted.

b. ATDOK21 Budget Report

Total October 2021 Income in Wild Apricot =	\$6,330.00
Total October 2021 Expense =	<u>\$47.59</u>
Overall October 2021 Total	\$6,282.41

- Loss of \$2,000-3,000 in budget
- Linda will check with OU re: their payment of \$1,460.00 via Purchase Order

5. Membership – VP of Membership

a. Monthly Membership Report

Total Membership as of 10/31/21: 73 (-8)
 PM: 47 (+3)
 Tulsa: 24 (-2)
 Student: 1 (0)
 Student PM: 1 (0)
 PM/Membership: 64% (+10%)

- Motion made, seconded, accepted Membership Report

b. Plans for Annual Member Survey Distribution

- Kim will send on Monday 11/8/21 with due date of Friday, 11/19. Will re-send 1 week later and 1 day before due date to those who have not responded.
- Gift card amount changed to \$25 (from last year's \$50) for drawing for those who complete survey

c. Plans for Final 2021 Member event during Employee Learning Week

- After discussion, decision to not hold another event due to inability to meet outside (too cold) and not everyone currently comfortable with indoor events.

6. Programming – VP of Programming

a. November Program Meeting on Friday, November 19, 2021

- Topic & Presenter – ATD21 ICE Takeaways will be presented by ATD Tulsa members who attended conference. Stu Ward will share on Psychological Safety; Andrea Gentis will share on Engagement at Virtual Meetings. Suni is coordinating this program and she will check with others who attended ICE re: having them present, also.
- Accommodations – Virtual via Zoom
- Workshop Program – 12:00 PM to 1:00 PM with Welcome & Announcements from 11:45 AM to 12 PM and Networking from 1 PM to 1:30 PM CDT
- Board Member Attendance & Participation – Linda registered
- Post Meeting Evaluation online distribution by Monday, November 22nd & Options to use Zoom polls at the beginning of the session to ask marketing questions currently included on evaluation

- b. December Trainer Throwdown promotion and Employee Learning Week Activities
 - Decision to keep Trainer Throwdown virtual versus moving to in-person. Two members have registered to compete.
 - Trainer Throwdown prizes: Top prize \$100. We have 3 more ATD gift boxes for runner-up prizes, which will be awarded to all.
 - Walt will promote this in December newsletter but asked for additional help with marketing.
 - For Employee Learning Week, Kim will send a gift (Cookie-Gram was suggested) to each member to express our appreciation. There is money in the Member Budget for this.
- c. Opportunity to Apply for Pre-approval of Programming to Receive ATD Credits Towards CPTD and APTD
 - Walt will investigate this new system that ATD put into place.

7. Update on Statewide Conference ATDOK21 on October 28, 2021 – President-Elect Suni

- a. All in all, really good. Two presenters seemed less prepared, less professional, less capable of technology such as screen sharing.
- b. Attendee Registrations as of 10/28/21: 61
- c. Sponsorships as of 10/28/21: 2 @ \$500 and COC-ATD co-host sponsorship @ \$1,000
- d. Motion to ratify decision to change final regular registration date to Wednesday, October 27, 2021, 11:45 PM from Monday, October 25, 2021 at 11:45 PM, seconded, approved.
 - Proved to be an advantage since there were additional registrants after registration date extended.
- e. Update on ATD Approval Credits
 - Suni and Linda will go into Wild Apricot and verify attendees, especially to verify HRCI credit
 - Suni will also ask Christy from Training Umbrella for an attendee report to help verify.
- f. Individual Session Survey Responses and Conference Survey Responses as of 11-1-21
 - Will consider survey comments to apply at 2023 conference
- g. Next Steps:
 - Committee will hold an ATDOK21 Debrief on Wednesday, 11/10/21, 5-6 p.m. to review conference evaluations and opportunities for improvement for 2023 conference. Suni will send a Zoom link to committee members.
 - Vendor Invoice processing – Suni will send Invoices to Linda for payment.
 - Preparation of honorarium checks to keynotes and workshop presenters
 - It was considered and determined that additional discussion is needed re: speaker honorariums with more input from Conference Committee re: specific amount per speaker.
 - Send handwritten thank you notes to keynotes and workshop presenters
 - Suni will ask Conference Committee members who were in contact with a specific speaker to write a thank you note to that speaker.
 - Rachel will send tips on writing thank you notes to board members

- Send thank you email to ATDOK21 attendees – Suni will check Wild Apricot for a record of members who attended (I.e., Did they actually attend after registering?)
- Kahoot! Game prizes to 1st, 2nd and 3rd place winners. Linda has packaged and mailed the 2nd and 3rd place winners. Suni will check with Myra Fanning at John Zink to pick up and mail the John Zink first place item.

8. Communications

- a. Communications Plan for November/December 2021
 - Continue to build social media following on LinkedIn with posts four to five times per week – Now have 167 LI followers
- b. Communications Scheduled for November
 - Membership Survey – Kim will send on Monday, 11/8/21
 - November ICE Program Meeting Promotion – Walt will send but needs information from Suni re: who’s presenting, etc.
 - December Employee Learning Week Events Promotion – Walt will market ATD membership with giving away a course that can be used in 2022.
 - Newsletter – Walt will send out at scheduled times

9. Old Business - none

10. New Business - none

11. Next Board Meeting Tuesday, December 7, 5:00-7:00 p.m.

12. Action Items

- **Rachel** will add approved Bylaw changes to the Bylaws by December 31, 2021.
- **Walt** will send Rachel an editable copy of the Bylaws.
- **Suni** will check with Stu and Andrew re: their attendance at the Dec. 9th ALC debrief.
- **Linda** will check with OU re: their payment of \$1,460.00 via Purchase Order for the State Conference
- **Kim** will send Member Survey on Monday 11/8/21 with due date of Friday, 11/19. Will re-send 1 week later and 1 day before due date to those who have not responded.
- **Suni** will check with ICE attendees re: having them present (in addition to Stu and Andrea)
- **Walt** will promote Trainer Throwdown in December newsletter but asked for additional help with marketing.
- **Kim** will send a gift (Cookie-Gram was suggested) to each member to express our appreciation during Employee Learning Week.
- **Walt** will investigate the new system that ATD put into place re: pre-approval of programming to receive ATD credits towards CPTD and APTD
- **Suni** will ask Conference Committee members who were in contact with a specific keynote or workshop speaker to write a thank you note to that speaker.
- **Rachel** will send tips on writing thank you notes to board members
- **Suni and Linda** will go into Wild Apricot and verify attendees, especially to verify HRCI credit

- **Suni** will also ask Christy from Training Umbrella for an attendee report to help verify ATD approved credits.
- **Conference Committee** will hold an ATDOK21 Debrief on Wednesday, 11/10/21, 5-6 p.m. to review conference evaluations and opportunities for improvement for 2023 conference.
- **Suni** will send a Zoom link to committee members for above meeting.
- **Suni** will send State Conference invoices to Linda for payment.
- **Linda** will pay conference invoices submitted by Suni.
- **Suni** will send thank you email to ATDOK21 attendees (after checking Wild Apricot to verify who actually attended after registering.)
- **Suni** will check with Myra Fanning at John Zink to pick up and mail the John Zink first place Kahoot! Game prize.
- **Walt** will send out December newsletter at scheduled times. Will send December Employee Learning Week Events Promotion and will market ATD membership with giving away a course that can be used in 2022.
- **Suni** will give Walt info re: who is speaking (ICE attendees and their topics) at November program meeting

13. **Meeting break 6:30 p.m.; resumed 6:35.**

14. **Meeting adjourned 7:02 p.m.**

Minutes respectfully submitted by Rachel Wagner, VP Administration

Date Created: December 2020

Likelihood Scale:

- 5 Very Likely – has happened to our chapter before
- 4 Likely – has happened to other ATD chapters
- 3 Possible – has happened to another voluntary organization
- 2 Somewhat unlikely – has seldom happened to another voluntary organization
- 1 Remote – has never happened to our knowledge

Most Recently Reviewed: December 2020

Severity Scale:

- 5 Causes the death of a member or guest
- 4 Puts the chapter out of business
- 3 Injures a member/guest or costs the chapter a significant amount of money or significantly harms reputation of the chapter
- 2 Cost the chapter some money and/or hurts chapter reputation
- 1 No real injury to members, guests, chapter finances, or reputation

Risk	Likelihood	Severity	Risk Reduction Plan
1. Legal claim brought against the chapter or its Board of Directors	3	4	Obtain Liability and Director’s and Officer’s Insurance policies to ensure that we have adequate protection in the event of a claim. Action required: Maintain payment of current policy COMPLETED
2. Chapter Speaker may create a risk for the chapter due to negligence, inappropriate or discriminatory comments, breach of privacy of members personal information, etc.	3	3	Require all Chapter Speakers to sign an agreement to align with ATD Tulsa policies and limit the liability and exposure of the chapter to actions taken by the speaker. Action required: Maintain usage of these agreements for all speakers including chapter members and speakers who have spoken at prior ATD Tulsa Chapter events COMPLETED TO DISCUSS FOR 2022: Need separate section re: video distribution & recordings for members who pay and can’t attend. Also, need to add this to speaker agreement?
3. Inaccurate financial records	3	4	In 2020 VP of Finance set up online and auto payments when possible for annual expenses and updated contact information on accounts to reflect VP of Finance at ATD Tulsa e.g. finance@tdtulsa.org . Action required: Encourage next VP of Finance to review costs/benefits of using QuickBooks online. Discussed waiting until 2022 when position is filled.
4. Misappropriation of funds or fraudulent activity due to lack of financial controls	3	4	In accordance with the CARE agreement, the chapter shall ensure an annual internal or external financial review is completed by an

			<p>individual or group not directly responsible for the management of the corporation's finances.</p> <p>Action required: We recommend that a financial review be completed by a Certified Public Accountant no later than June 2021 for the 2020 fiscal year. COMPLETED by Linda.</p>
5. Stewardship of Chapter funds.	3	2	<p>Diversify funds management to include a checking account and a savings account. Need to establish a policy for how much money to include in both accounts e.g. six months of operating cash maintained in checking account and remaining funds in savings account.</p> <p>Action Required: Investigate establishing a saving account/Money Market account – COMPLETED by Linda</p> <p>Continue to keep resources for 6 months in checking account – COMPLETED by Linda.</p>
6. Safeguarding of chapter documents.	4	3	<p>Create a Document Retention Policy by September 30, 2021.</p> <p>Action Required: Create and adopt a Document Retention Policy by September 30, 2021. COMPLETED by Rachel with participation from Walt, Suni, Lewana and Linda. ADDED TO 2021 POLICIES AND PROCEDURES MANUAL. Note: DRP needs to address retention of ATD Tulsa board member emails at tdtulsa.org addresses.</p>
7. Lack of protection for members or directors to bring forth credible information on illegal practices or violation of adopted polices	3	4	<p>Create and adopt a Whistleblower Protection Policy per IRS recommendations.</p> <p>Action required: Create and adopt a Whistleblower Protection Policy by September 30, 2021. COMPLETED by Rachel with participation from Walt, Suni, Lewana and Linda. ADDED TO 2021 POLICIES AND PROCEDURES MANUA.</p>

8. Conflict of interest with chapter business or activity	<p>3</p>	<p>3</p>	<p>Create and adopt a Conflict-of-Interest Policy per National Council of Non-Profits and IRS recommendations.</p> <p>Action required: Create and adopt a Conflict-of-Interest Policy by June 2021. COMPLETED by Rachel with participation from Walt, Suni, Lewana and Linda. ADDED TO 2021 POLICIES AND PROCEDURES MANUAL.</p>
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Notes:

The above risk assessment satisfies element 1.8 of the Chapter Affiliation Requirements (CARE) of the Association for Talent Development. Additional information can be found at <https://www.td.org/chapters/clc/care>.

2021 Risk Assessment prepared by 2021 Board Members, chaired by Rachel Wagner, VP of Administration

- Linda Jenkins, President and VP of Finance
- Sunilyn Hertt, President Elect
- Lewana Harris – Past President
- Walt Hansmann – VP of Programming

The Board members communicated virtually to identify potential risks within the chapter as well as possible mitigation for the identified risks.

Bylaws & Policies Committee and sub-committees communicated virtually on the following dates to identify potential risks within the chapter and potential for mitigation for the identified risks. They created 3 new policies (Document Retention & Destruction, Whistleblower, and Conflict of Interest) :

- March 2, 2021
- May 19, 2021
- July 12, 2021
- July 20, 2021
- Sub-committees met additional dates

Board Approval: December 7, 2021

**ATD Tulsa Chapter
Statement of Financial Position as of November 30, 2021**

Assets		Liabilities	
Arvest Checking Account	\$ 6,541.13	Accounts Payable	\$ -
Arvest Money Market Account	\$ 15,001.44	Taxes Payable	<u>\$ -</u>
Cash	\$ 73.30	Total Liabilities	<u><u>\$ -</u></u>
Accounts Receivable in Wild Apricot*	\$ 25.00	Net Assets	Unrestricted Net Assets
(Less doubtful accounts)**	\$0.00		\$ 21,640.87
			Temporarily Restricted Net Assets
			\$ -
			Permanently Restricted Net Assets
			\$ -
Total Cash Assets	<u>\$ 21,640.87</u>	Total Net Assets	<u><u>\$ 21,640.87</u></u>
Total Assets	<u><u>\$ 21,640.87</u></u>	Total Liabilities Plus Net Assets	<u><u>\$ 21,640.87</u></u>

* Accounts Receivable = \$25 for student membership invoiced on October 11, 2021.

**Doubtful Accounts are unpaid invoices greater than 90 days old with Unknown Status

Prepared by Linda Jenkins, 2021 President on 12-5-21

**Association for Talent Development Tulsa Chapter
Income and Expense Report for November 2021**

Category Description	2020 Actual	2021 Approved Budget	Nov-21	2021 Total	Difference (+/-)	Notes
INCOME						
ATD CHIP/Membership Fees	\$ 2,208.09	\$ 1,500.00	\$ 212.50	\$ 2,337.82	\$ (837.82)	4 ATD Tulsa memberships
Meeting Fees	\$ 3,730.00	\$ 4,000.00	\$ 100.00	\$ 1,780.00	\$ 2,220.00	
Membership Dues	\$ 2,875.00	\$ 5,150.00		\$ 1,275.00	\$ 3,875.00	
ATD Meeting Sponsorship	\$ 250.00	\$ 1,000.00	\$ 250.00	\$ 250.00	\$ 750.00	Jenkins Consulting Group December Meeting Sponsorship
ATD Newsletter Sponsorship	\$ -	\$ 200.00		\$ -	\$ 200.00	
Special Event - Training	\$ -	\$ 3,000.00		\$ -	\$ 3,000.00	
Networking Event Sponsorship	\$ -	\$ 300.00		\$ -	\$ 300.00	
Networking Event Fees	\$ 190.00	\$ 400.00		\$ 10.00	\$ 390.00	
Special Event - State Conference	\$ -	\$ 10,000.00	\$ 1,460.00	\$ 6,507.01	\$ 3,492.99	
Special Event- State Conference Sponsorships	\$ -	\$ 3,000.00		\$ 2,000.00	\$ 1,000.00	
TOTAL INCOME	\$ 9,253.09	\$ 28,550.00	\$ 2,022.50	\$ 14,159.83	\$ 14,390.17	
EXPENSES						
Board Expense						
National ATD Dues	\$ -	\$ -		\$ 179.00	\$ (179.00)	
Retreat	\$ -	\$ 120.00		\$ -	\$ 120.00	
ATD Leader's Conference (ALC)	\$ 700.00	\$ 3,500.00		\$ 700.00	\$ 2,800.00	
Treasurer Expense	\$ 7.50	\$ 350.00		\$ -	\$ 350.00	
Annual Audit	\$ 1,200.00	\$ 1,300.00		\$ 1,260.00	\$ 40.00	
TOTAL Board Expense	\$ 1,907.50	\$ 5,270.00	\$ -	\$ 2,139.00	\$ 3,131.00	
Communications Expense						
GoDaddy Domains	\$ 84.68	\$ -		\$ -	\$ -	
Go Daddy Email	\$ 119.76	\$ 540.00		\$ 646.92	\$ (106.92)	
Wild Apricot Web Site	\$ 1,536.00	\$ 1,700.00		\$ 1,536.00	\$ 164.00	
SurveyMonkey & Virtual Meeting Subscriptions	\$ 408.00	\$ 808.00		\$ 539.95	\$ 268.05	
PO Box Subscription	\$ 92.00	\$ 92.00		\$ 118.00	\$ (26.00)	
Marketing	\$ -	\$ 250.00		\$ -	\$ 250.00	
TOTAL Communications Expense	\$ 2,240.44	\$ 3,390.00	\$ -	\$ 2,840.87	\$ 549.13	
Meeting Expense						
Facility Charge	\$ 220.00	\$ 500.00		\$ -	\$ 500.00	
Meals-Food	\$ 778.11	\$ 2,000.00		\$ -	\$ 2,000.00	
ATD December Special Program	\$ 141.69	\$ 200.00		\$ -	\$ 200.00	
Recognition Items	\$ -	\$ 700.00		\$ -	\$ 700.00	
TOTAL Meeting Expense	\$ 1,139.80	\$ 3,400.00	\$ -	\$ -	\$ 3,400.00	
	\$ -					

Association for Talent Development Tulsa Chapter
Income and Expense Report for November 2021

Category Description	2020 Actual	2021 Approved Budget	Nov-21	2021 Total	Difference (+/-)	Notes
Membership Expense						
Name Badges	\$ 309.73	\$ -		\$ -	\$ -	
Membership Development/Appreciation	\$ 200.00	\$ 400.00	\$ 729.27	\$ 870.82	\$ (470.82)	Holiday cookie grams mailed to ATD Tulsa members.
New Member Appreciation/Recognition	\$ -	\$ 400.00		\$ -	\$ 400.00	
<u>TOTAL Membership Expense</u>	\$ 509.73	\$ 800.00	\$ 729.27	\$ 870.82	\$ (70.82)	
	\$ -					
Misc. Expenses						
Online Payment Processing Expense	\$ 280.70	\$ 1,000.00		\$ 230.82	\$ 769.18	October and November invoices for September and October expenses charged to State Conference line item because fees were for ATDOK21 online registrations.
Oklahoma ATD State Conference	\$ -	\$ 10,000.00	\$ 7,341.47	\$ 7,962.70	\$ 2,037.30	
Other Special Event Expense	\$ -	\$ 1,500.00		\$ -	\$ 1,500.00	
Insurance	\$ 970.60	\$ 1,200.00	\$ 50.82	\$ 1,070.24	\$ 129.76	1 monthly general liability insurance payment
<u>TOTAL Misc Expense</u>	\$ 1,251.30	\$ 13,700.00	\$ 7,392.29	\$ 9,263.76	\$ 4,436.24	
	\$ -					
<u>TOTAL EXPENSES</u>	\$ 7,048.77	\$ 26,560.00	\$ 8,121.56	\$ 15,114.45	\$ 11,445.55	
	\$ -					
<u>OVERALL TOTAL</u>	\$ 2,204.32	\$ 1,990.00	\$ (6,099.06)	\$ (954.62)	\$ 2,944.62	

Prepared by Linda Jenkins, 2021 President on
12-6-21

2021 Oklahoma ATD Statewide Virtual Conference Budget

Category Description	2021 Approved Budget	Aug-21	Sep-21	Oct-21	Nov-21	Total	Notes
Income							
Registrations							
\$60 - ATD Tulsa Early Bird		\$360.00	\$60.00	\$30.00		\$450.00	8 Registrations with 1 @ \$30 in WA by month
\$60 - COC-ATD Early Bird						\$0.00	
\$80 - ATD & ATD Chapter Early Bird						\$0.00	
\$100 - Guest Early Bird		\$100.00				\$100.00	1 Registration in WA by month
\$60 - Student/Unemployed				\$120.00		\$120.00	2 Registrations including 1 ATD Tulsa Member & 1 OU Student/Employee in WA by month
\$100 - ATD Tulsa Regular			\$100.00	\$400.00		\$500.00	5 Registrations in WA by month
\$100 - COC-ATD Regular			\$200.00	\$2,000.00		\$2,200.00	22 Registrations including 14 from OU in WA by month
\$120 - ATD & ATD Chapter Regular			\$240.00	\$1,320.00		\$1,560.00	13 Registrations in WA by month
\$140 - Guest Regular			\$420.00	\$840.00		\$1,260.00	9 Registrations in WA by month
\$140 - ATD Tulsa Late						\$0.00	
\$140 - COC-ATD Late						\$0.00	
\$160 - ATD & ATD Chapter Late						\$0.00	
\$180 - Guest Late						\$0.00	
Registrations Total	\$9,750.00	\$460.00	\$1,020.00	\$4,710.00	\$0.00	\$6,190.00	60 Paid Early Bird (9) & Reg. Registrations (51) in WA by month
Sponsorships							
\$250 Level						\$0.00	
\$500 Level		\$500.00		\$500.00		\$1,000.00	Jenkins Consulting Group & BJ Glover Learning & Consulting
\$750 Level						\$0.00	
\$1000 Level	\$1,000.00			\$1,000.00		\$1,000.00	COC-ATD Support
Sponsorships Total	\$1,000.00	\$500.00	\$0.00	\$1,500.00	\$0.00	\$2,000.00	

2021 Oklahoma ATD Statewide Virtual Conference Budget

Category Description	2021 Approved Budget	Aug-21	Sep-21	Oct-21	Nov-21	Total	Notes
Miscellaneous		\$27.00	\$0.01			\$27.01	Payment for 2nd Polo (Hansmann) & In-kind Sponsorship (\$.01)
Total Income	\$10,750.00	\$987.00	\$1,020.01	\$6,210.00	\$0.00	\$8,217.01	
Expense							
Training Umbrella	\$5,800.00				\$5,400.00	\$5,400.00	
TSHA, Inc.	\$1,760.00				\$1,608.75	\$1,608.75	
Speaker Honorariums	\$2,100.00					\$0.00	Will be \$1,600 with 8 @ \$200. 5 have been mailed.
AffiniPay	\$500.00			\$32.08	\$170.31	\$202.39	
HRCI Credits	\$250.00		\$250.00			\$250.00	HRCI Certification Application Fee
Postage & Mailing	\$0.00			\$5.80	\$42.41	\$48.21	Mailed polo to BJ, purchased boxes for mailing ATD Kahoot! Game Prizes, mailed 2 Kahoot! Game prizes. In December will add \$29.07 for mailing Zink Kahoot! Game prize and thank you cards.
Polos	\$340.00	\$333.35				\$333.35	11 Polos for Committee Members and ATD Tulsa board members
Total Expense	\$10,750.00	\$333.35	\$250.00	\$37.88	\$7,221.47	\$7,842.70	
Overall Total	\$0.00	\$653.65	\$770.01	\$6,172.12	-\$7,221.47	\$374.31	

December Board Meeting Notes

Thursday, December 2, 2021

3:11 PM

Total Membership as of 11/30/21: 73 (0)

PM: 48 (+1)

Tulsa: 23 (-1)

Student: 1 (0)

Student PM: 1 (0)

PM/Membership: 67% (+3%)

New Members as of November 2021:

Daysha Miller, Tulsa ONLY, TTCU Federal Credit Union 11/1/2021

Renewing Members as of November 2021:

Sunilyn Hertt, PM, Tulsa County, 11/30/2021

Laurie Rosenbaum, PM, BCBS, 11/18/2021

Gina Snow, PM, National Co+op Grocers, 11/30/2021

Kristin Wise, Explorer Pipeline, PM, 11/17/2021

Power Members Past Due as of 11/30/2021:

Gary Cathey - 11/30/2021

Julia Fletcher - 11/30/2021

Starla Halcomb - 11/30/2021

Tiffany Long - 11/30/2021

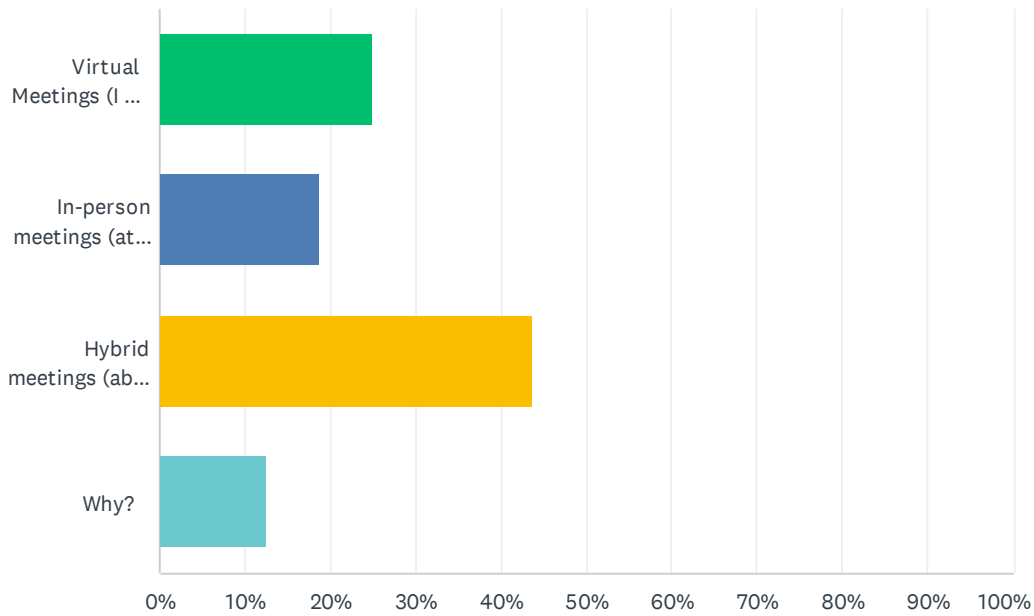
Teresa McKay - 9/30/2021, emailed and called. No response. move to non member 12/22/2021

Patsy Woods - 9/30/2021, emailed and called. No response. move to non member 12/22/2021

Kristen Saint - 10/31/2021, emailed and called. No response. move to non member 12/22/2021

Q1 Which do you prefer?

Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES
Virtual Meetings (I can join from anywhere)	25.00% 4
In-person meetings (at a brick and mortar location)	18.75% 3
Hybrid meetings (able to attend either virtual or brick and mortar)	43.75% 7
Why?	12.50% 2
TOTAL	16

#	WHY?	DATE
1	I prefer virtual meetings. I'm okay with attending outdoor events without a mask or in-door events with masks. Not a fan of hybrid meetings, I don't think they create a great experience for folks attending either way.	11/8/2021 7:47 PM
2	My schedule sometimes allows for in person meetings, but other times the flexibility to meet virtually is a nice option.	11/8/2021 4:23 PM

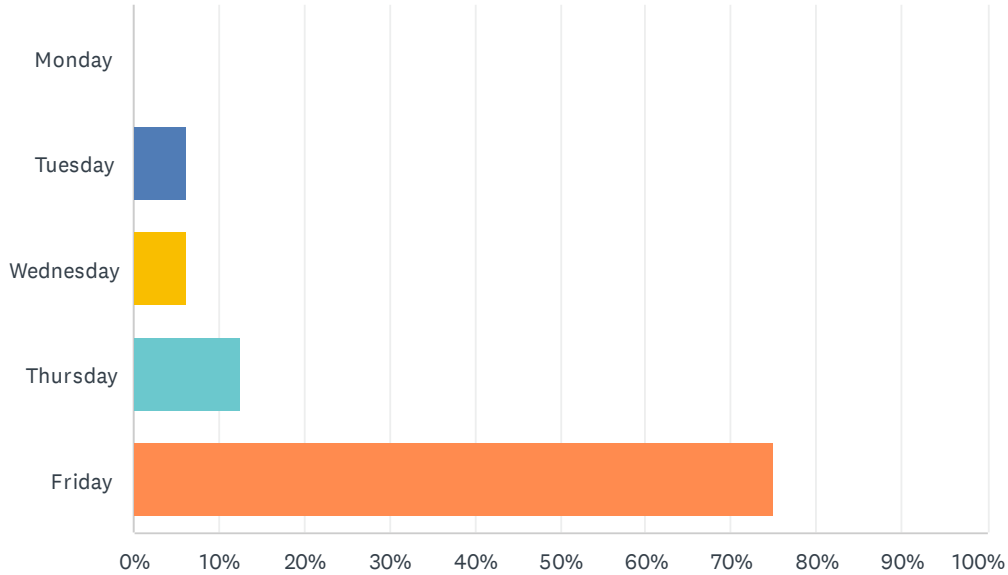
Q2 Please tell us why you prefer the above option.

Answered: 12 Skipped: 4

#	RESPONSES	DATE
1	I like meeting in person, especially with this group of professionals, but the virtual meetings have gone really well so having the option to do either is fantastic.	11/19/2021 1:36 PM
2	Nice to have options if schedule is tight or inclement weather prevents attending in-person meeting.	11/17/2021 11:09 AM
3	worn out with Zoom - prefer live networking	11/17/2021 8:47 AM
4	I like the flexibility of attending virtually when I am not able to meet in person. I like in person for connection and relationship building	11/17/2021 8:46 AM
5	I don't have to risk my health or put on makeup	11/17/2021 8:32 AM
6	Really tired of virtual meetings & like to network with others in the industry.	11/10/2021 2:43 PM
7	I do not currently feel safe meeting with others in-person. Additionally, it allows me to attend more meetings/events without the need to travel.	11/9/2021 3:38 PM
8	Being in person allows better focus on presentation and networking. However, if time is tight it's nice to just log in.	11/9/2021 1:44 PM
9	I enjoy the face to face interactivity!	11/9/2021 12:28 PM
10	Much easier to find time to attend. No reason to account for travel time.	11/9/2021 12:19 PM
11	I do not live in Tulsa proper, so sometimes the option to hold a virtual meeting or attend a virtual meeting is appealing.	11/9/2021 10:25 AM
12	Allows me to attend wherever I am.	11/9/2021 8:36 AM

Q3 What day of the week works best for you for the monthly Chapter Program Meetings?

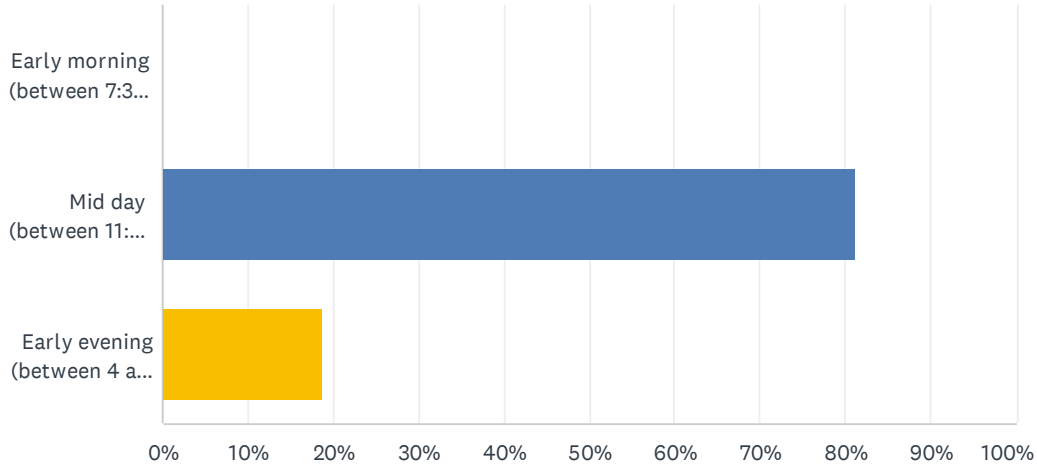
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES
Monday	0.00% 0
Tuesday	6.25% 1
Wednesday	6.25% 1
Thursday	12.50% 2
Friday	75.00% 12
TOTAL	16

Q4 What time of the day works best for you for the monthly chapter program meetings?

Answered: 16 Skipped: 0

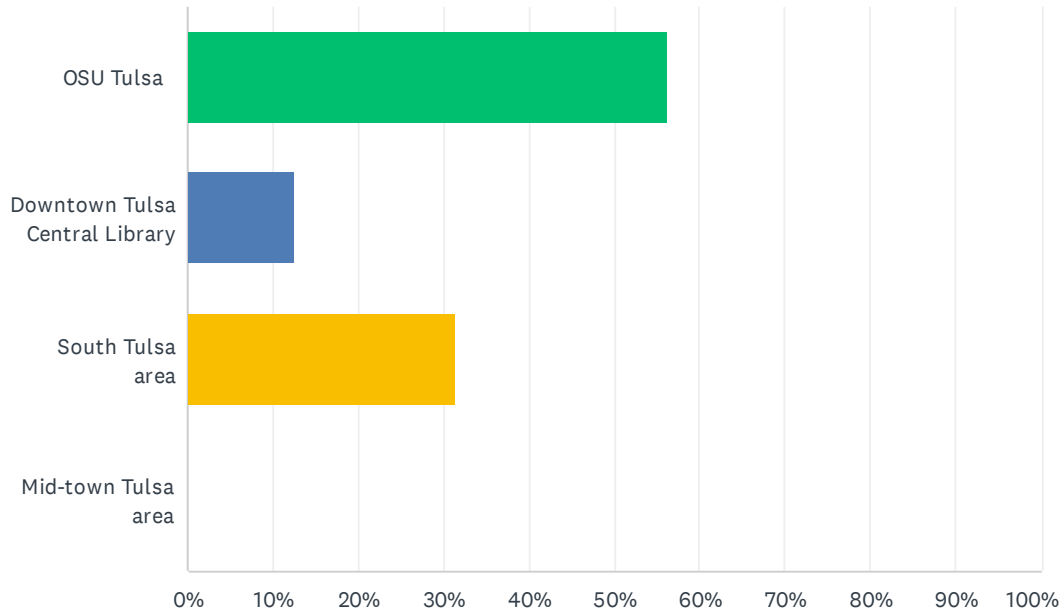


ANSWER CHOICES	RESPONSES
Early morning (between 7:30 and 9am)	0.00% 0
Mid day (between 11:30 and 1)	81.25% 13
Early evening (between 4 and 6pm)	18.75% 3
TOTAL	16

#	OTHER (PLEASE SPECIFY)	DATE
1	Any time	11/9/2021 12:28 PM
2	I'd prefer to do it early evening on a Tues, Wed, or Thursday. I don't work on Fridays. If it's a virtual meeting, I don't mind doing it at lunch. If it's an in-person, I'd rather do it early morning and get on with the rest of my day or do it late in the day and go home after the meeting.	11/8/2021 7:47 PM

Q5 If we return to in-person or hybrid meetings, which location best fits where you are logistically?

Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES
OSU Tulsa	56.25% 9
Downtown Tulsa Central Library	12.50% 2
South Tulsa area	31.25% 5
Mid-town Tulsa area	0.00% 0
TOTAL	16

#	OTHER (PLEASE SPECIFY)	DATE
1	any of these is fine	11/17/2021 8:32 AM
2	Anywhere- I live in Norman so I'll drive to either!	11/9/2021 12:28 PM

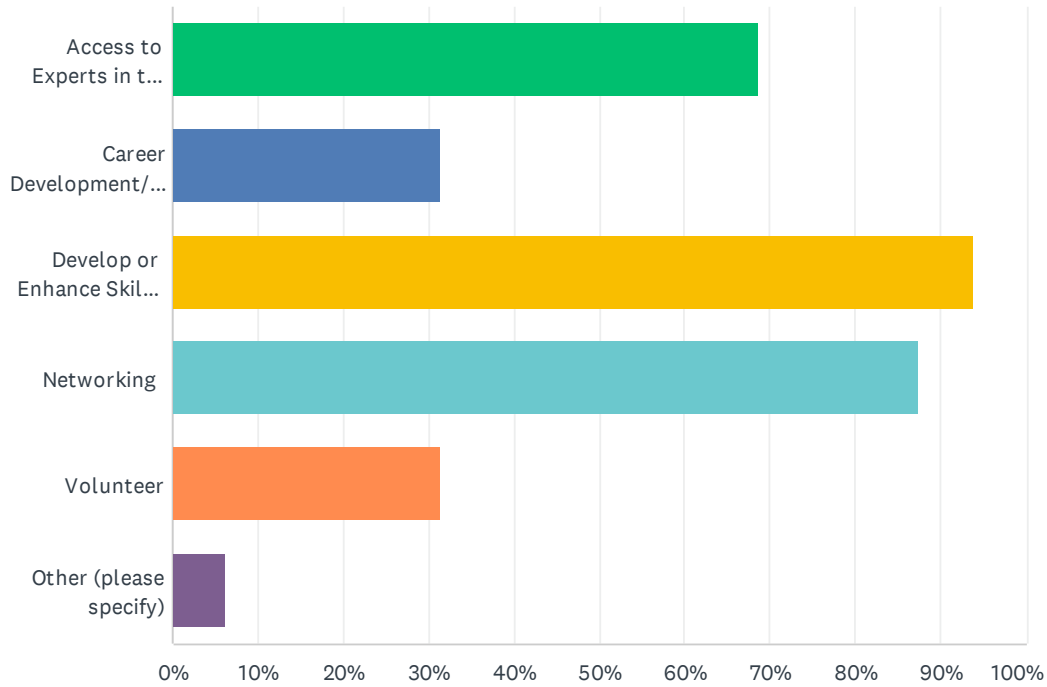
Q6 What professional development offerings can we offer to help meet your talent development challenges in 2022?

Answered: 16 Skipped: 0

#	RESPONSES	DATE
1	Anything that deals with the evolution and hybridization of our industry.	11/19/2021 1:36 PM
2	More ways to engage virtual attendees	11/17/2021 11:09 AM
3	wide array	11/17/2021 8:47 AM
4	Hybrid training to keep those on zoom as engaged those in person	11/17/2021 8:46 AM
5	less "inspirational" content and more how-to	11/17/2021 8:32 AM
6	Coaching, anything related to training delivery, creating participant handouts	11/10/2021 2:43 PM
7	Project Management and anything related to the Organizational capabilities	11/9/2021 3:38 PM
8	Have interest in all of them.	11/9/2021 1:44 PM
9	Communication to different communication types, success tips and tricks with client-facing roles	11/9/2021 12:28 PM
10	Hiring/Retention	11/9/2021 12:19 PM
11	Organize more SIG's.	11/9/2021 10:25 AM
12	None	11/9/2021 8:36 AM
13	Games Trainers can play to engage learners in person AND virtually.	11/9/2021 8:16 AM
14	1.Ideas on ways to make training engaging 2.Ideas on ways to make training stick 3. Designing training for neurodiverse learners	11/8/2021 7:47 PM
15	All	11/8/2021 6:16 PM
16	More accessibility trainings would be great!	11/8/2021 4:23 PM

Q7 Why do you choose to be a member of ATD Tulsa? Select all that apply.

Answered: 16 Skipped: 0

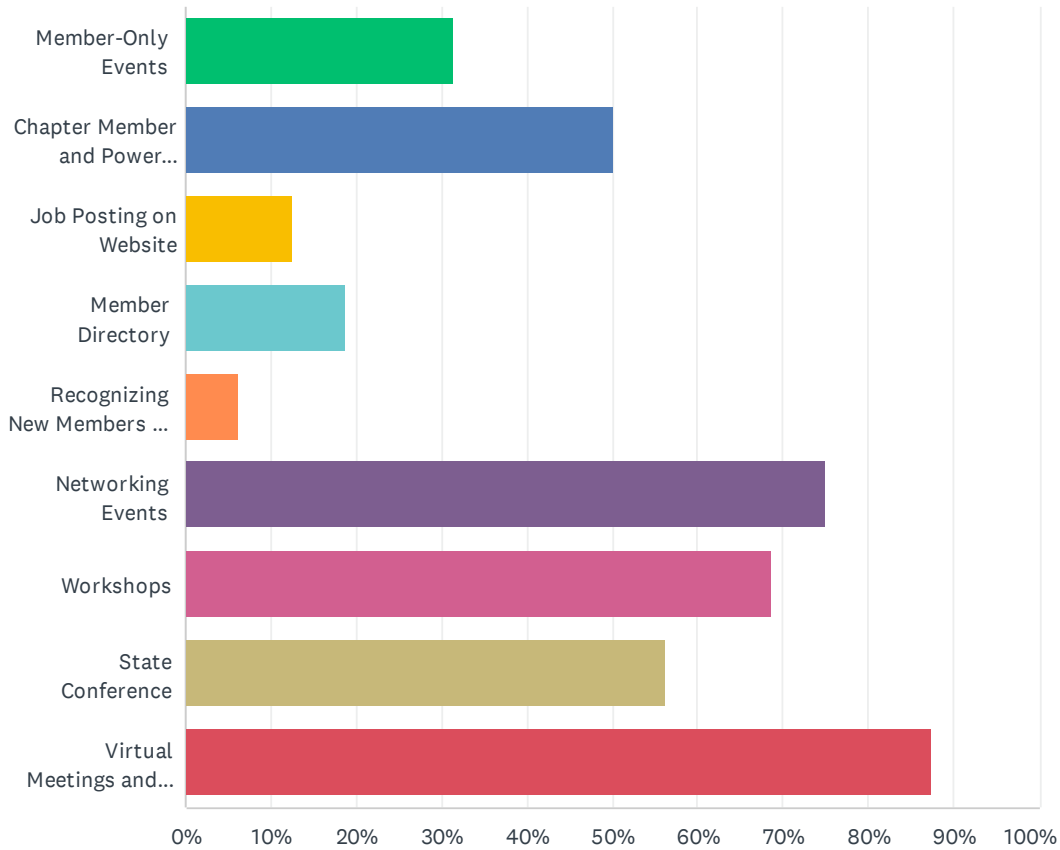


ANSWER CHOICES	RESPONSES
Access to Experts in the Field	68.75% 11
Career Development/Find a Job	31.25% 5
Develop or Enhance Skills and Knowledge	93.75% 15
Networking	87.50% 14
Volunteer	31.25% 5
Other (please specify)	6.25% 1
Total Respondents: 16	

#	OTHER (PLEASE SPECIFY)	DATE
1	To Attend Programs That Count Toward CPTD Recertification	11/9/2021 8:16 AM

Q8 Check the 4 membership benefits which you find have the most value.

Answered: 16 Skipped: 0

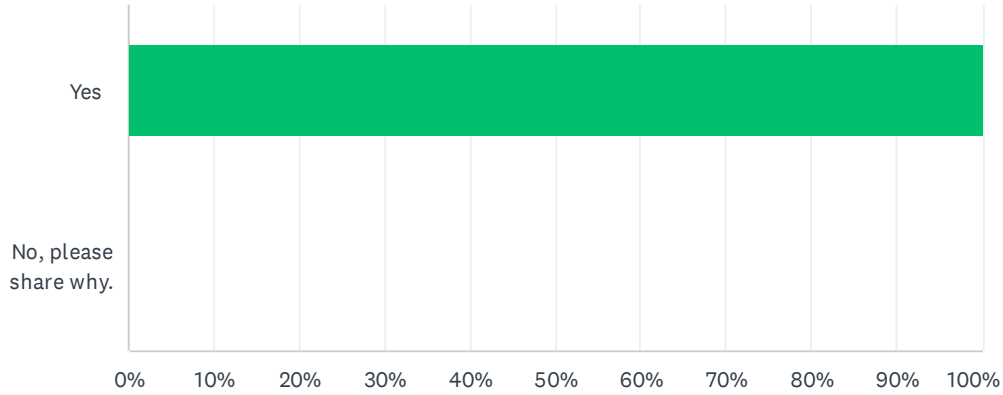


ANSWER CHOICES	RESPONSES	
Member-Only Events	31.25%	5
Chapter Member and Power Member Pricing Discounts	50.00%	8
Job Posting on Website	12.50%	2
Member Directory	18.75%	3
Recognizing New Members and Power Members at each monthly Chapter Program Meeting	6.25%	1
Networking Events	75.00%	12
Workshops	68.75%	11
State Conference	56.25%	9
Virtual Meetings and Events	87.50%	14
Total Respondents: 16		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q9 Are you satisfied with the member benefits provided to you by ATD Tulsa Chapter? If you answered No, please share why you answered that way.

Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	100.00% 16
No, please share why.	0.00% 0
TOTAL	16

#	NO, PLEASE SHARE WHY.	DATE
	There are no responses.	

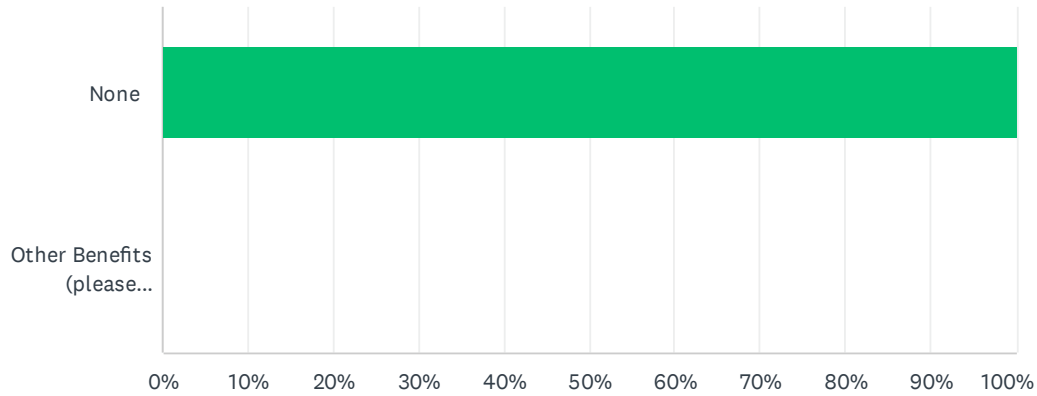
Q10 What membership benefits would you like to see changed and/or added?

Answered: 16 Skipped: 0

#	RESPONSES	DATE
1	I think it's a great value for what we get	11/19/2021 1:38 PM
2	Continue with Member Only events to help strengthen relationships	11/17/2021 11:12 AM
3	NA	11/17/2021 8:48 AM
4	Not sure	11/17/2021 8:47 AM
5	NA	11/17/2021 8:33 AM
6	None, they are fine.	11/10/2021 2:44 PM
7	More collaboration with other local ATD chapters	11/9/2021 3:39 PM
8	na	11/9/2021 1:45 PM
9	n/a	11/9/2021 12:29 PM
10	Additional webinar opportunities and sample trainings to utilize internally	11/9/2021 12:21 PM
11	The board and membership have done an amazing job with the offerings through the pandemic. Very proud of the Tulsa chapter.	11/9/2021 10:27 AM
12	Offer an annual membership option to include all monthly programs and discount to other events.	11/9/2021 8:40 AM
13	More member-only and Power Member-Only events with value-added content.	11/9/2021 8:16 AM
14	None	11/8/2021 7:49 PM
15	I don't know yet.	11/8/2021 6:17 PM
16	More in person networking opportunities.	11/8/2021 4:24 PM

Q11 What membership benefits would you like to see removed?

Answered: 16 Skipped: 0

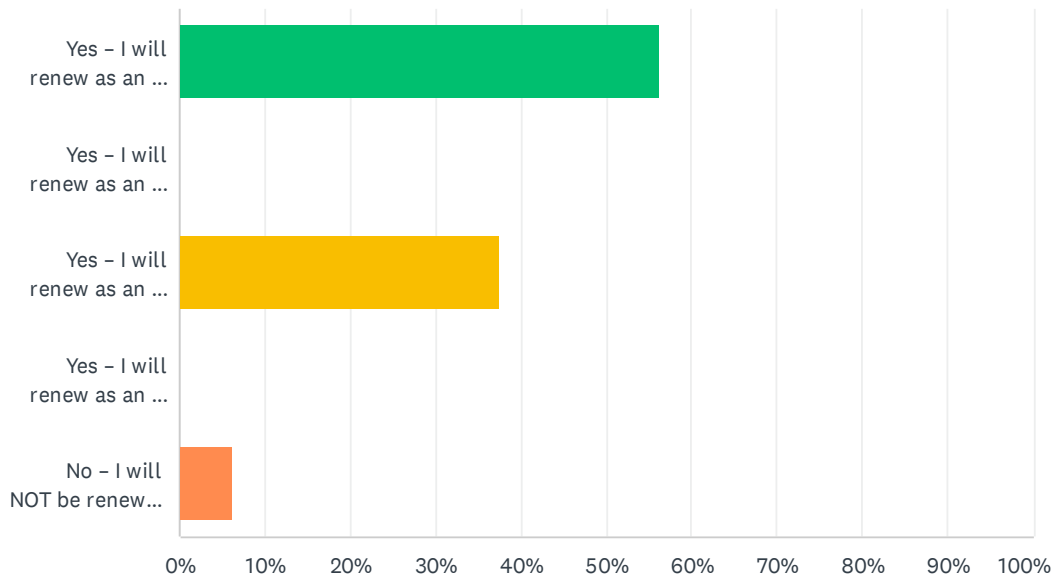


ANSWER CHOICES	RESPONSES
None	100.00% 16
Other Benefits (please specify)	0.00% 0
TOTAL	16

#	OTHER BENEFITS (PLEASE SPECIFY)	DATE
	There are no responses.	

Q12 Do you plan to renew your ATD Membership this upcoming year?

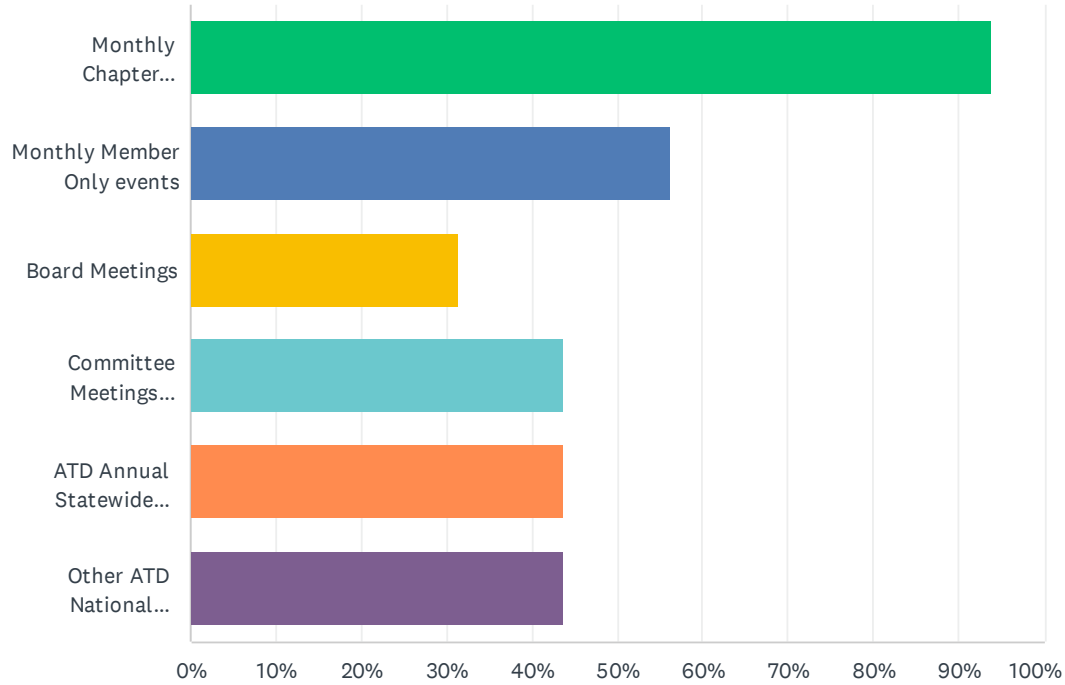
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes – I will renew as an ATD Tulsa Power Member (ATD Tulsa Chapter + ATD National Member).	56.25%	9
Yes – I will renew as an ATD Student Power Member (ATD Tulsa Chapter + ATD National Member).	0.00%	0
Yes – I will renew as an ATD Tulsa Chapter Member.	37.50%	6
Yes – I will renew as an ATD Tulsa Student Member.	0.00%	0
No – I will NOT be renewing any form of ATD Membership.	6.25%	1
TOTAL		16

Q13 During 2021, what events have you participated in? Select all that apply.

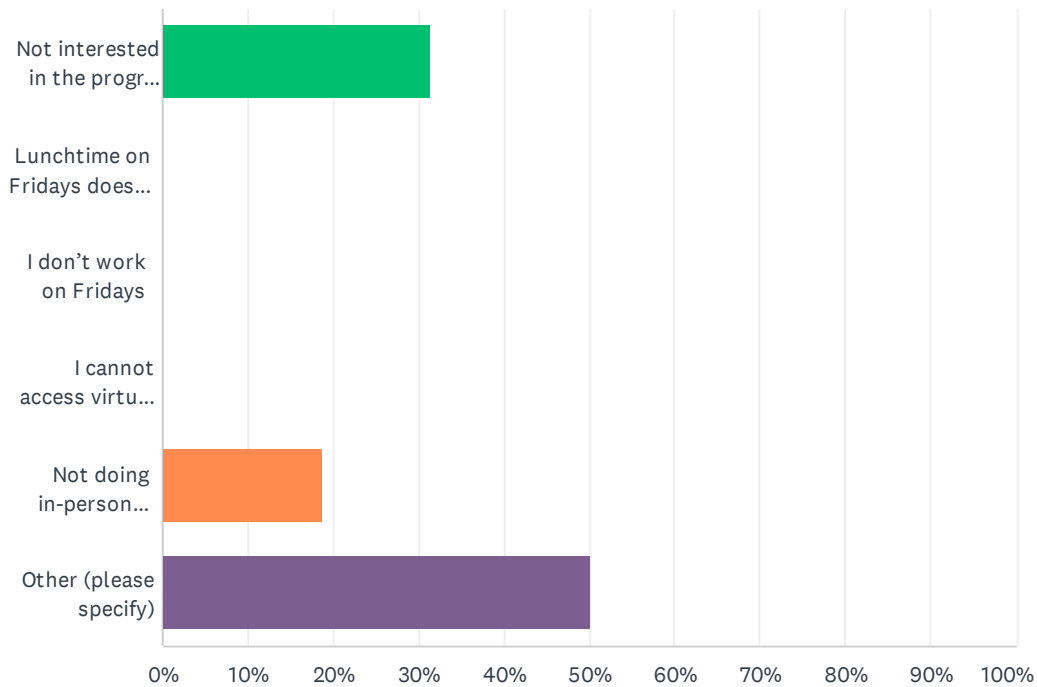
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Monthly Chapter Meetings	93.75%	15
Monthly Member Only events	56.25%	9
Board Meetings	31.25%	5
Committee Meetings (Bylaws Committee, Election Committee, Credentials, etc.)	43.75%	7
ATD Annual Statewide Conference	43.75%	7
Other ATD National Conferences, Workshops, and/or Trainings	43.75%	7
Total Respondents: 16		

Q14 What has prevented you from participating in ATD Tulsa Events?

Answered: 16 Skipped: 0

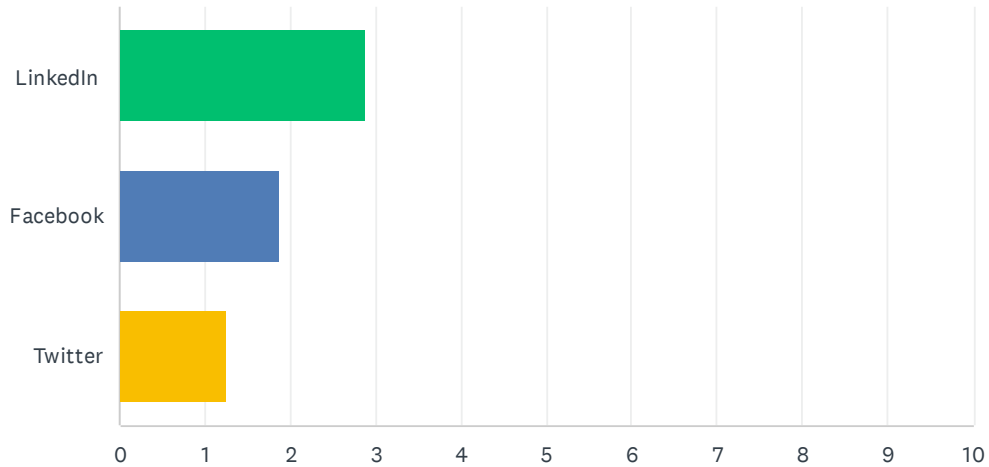


ANSWER CHOICES	RESPONSES
Not interested in the program meeting topics	31.25% 5
Luncheon on Fridays doesn't work for me	0.00% 0
I don't work on Fridays	0.00% 0
I cannot access virtual events on Zoom	0.00% 0
Not doing in-person events	18.75% 3
Other (please specify)	50.00% 8
TOTAL	16

#	OTHER (PLEASE SPECIFY)	DATE
1	Sometimes I have scheduling conflicts	11/19/2021 1:39 PM
2	Other commitments	11/17/2021 8:48 AM
3	I had a conflict at the exact time as the chapter meetings in 2021, but can attend at that time in 2022.	11/10/2021 2:44 PM
4	Availability	11/9/2021 1:46 PM
5	Conflict with work assignments	11/9/2021 8:16 AM
6	Work commitments at time of event	11/8/2021 7:50 PM
7	Variety of reasons-mostly due to time. Some were not of interest to me personally/	11/8/2021 6:18 PM

Q15 What is your preferred method to interact on social media with ATD Tulsa? Rank from your favorite to least favorite 1-3.

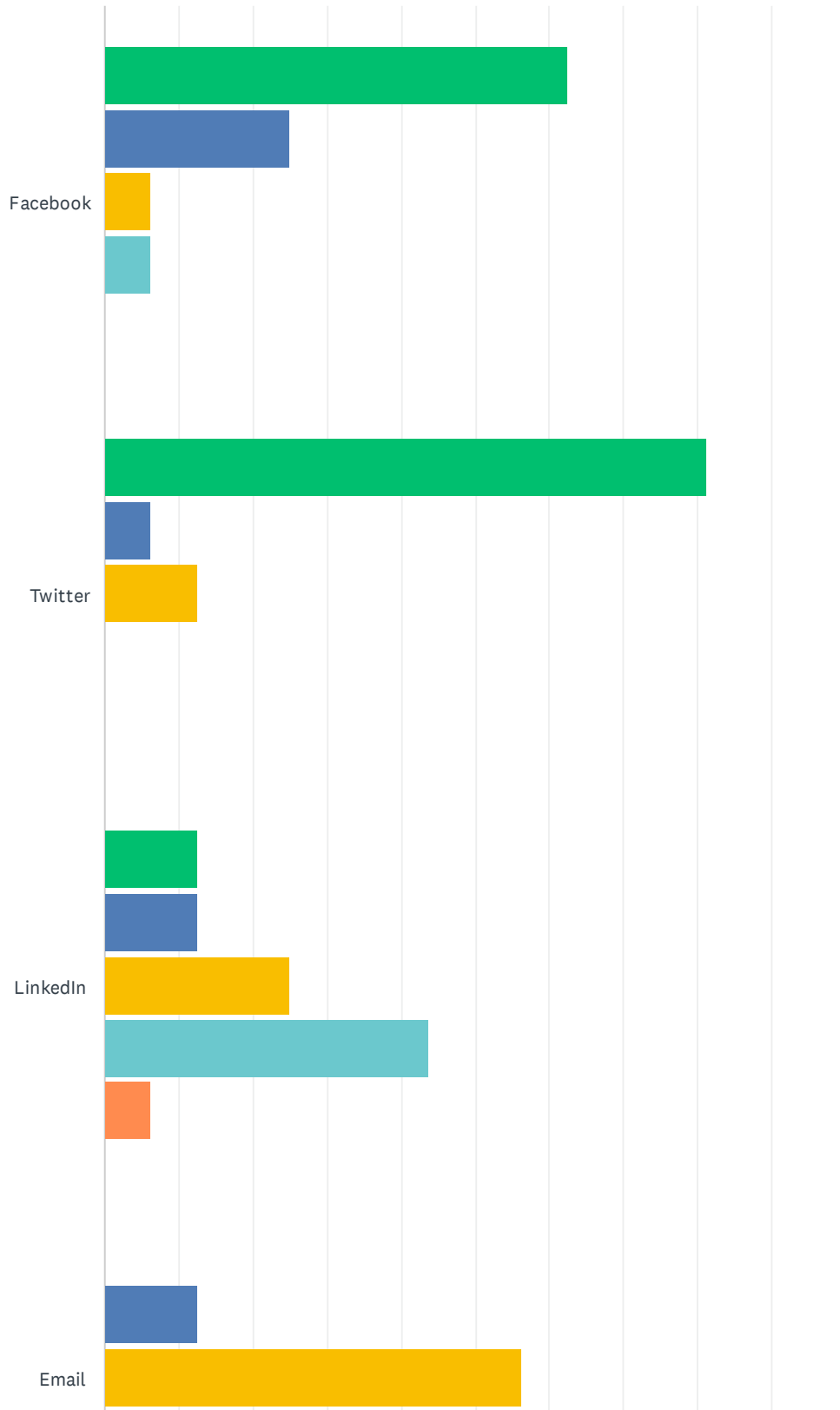
Answered: 16 Skipped: 0



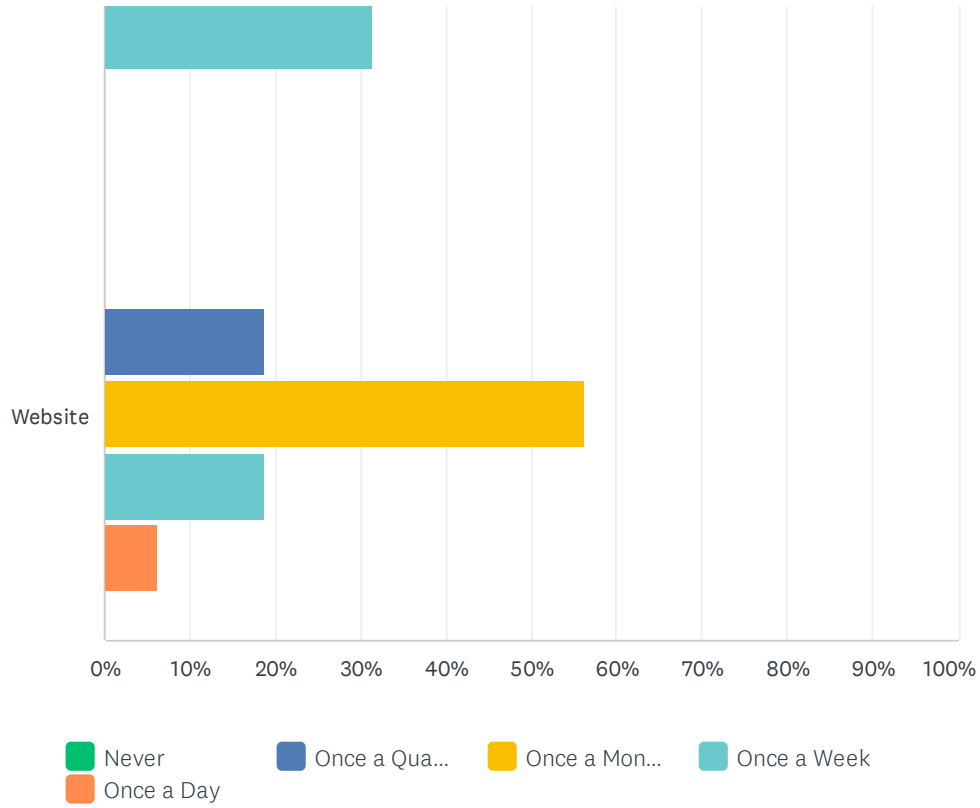
	1	2	3	TOTAL	SCORE
LinkedIn	87.50% 14	12.50% 2	0.00% 0	16	2.88
Facebook	12.50% 2	62.50% 10	25.00% 4	16	1.88
Twitter	0.00% 0	25.00% 4	75.00% 12	16	1.25

Q16 How often do you interact with ATD Tulsa through the following communication methods?

Answered: 16 Skipped: 0



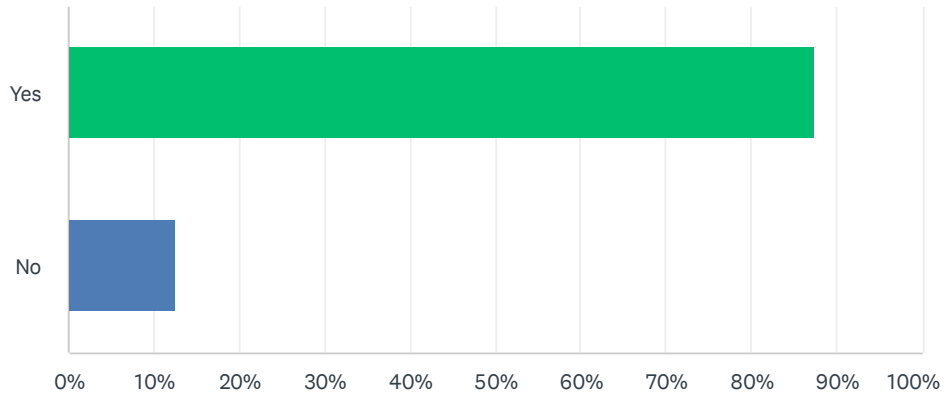
ATD Tulsa Annual Membership Survey 2021



	NEVER	ONCE A QUARTER	ONCE A MONTH	ONCE A WEEK	ONCE A DAY	TOTAL
Facebook	62.50% 10	25.00% 4	6.25% 1	6.25% 1	0.00% 0	16
Twitter	81.25% 13	6.25% 1	12.50% 2	0.00% 0	0.00% 0	16
LinkedIn	12.50% 2	12.50% 2	25.00% 4	43.75% 7	6.25% 1	16
Email	0.00% 0	12.50% 2	56.25% 9	31.25% 5	0.00% 0	16
Website	0.00% 0	18.75% 3	56.25% 9	18.75% 3	6.25% 1	16

Q17 Do you read the emailed ATD Tulsa Monthly Newsletter?

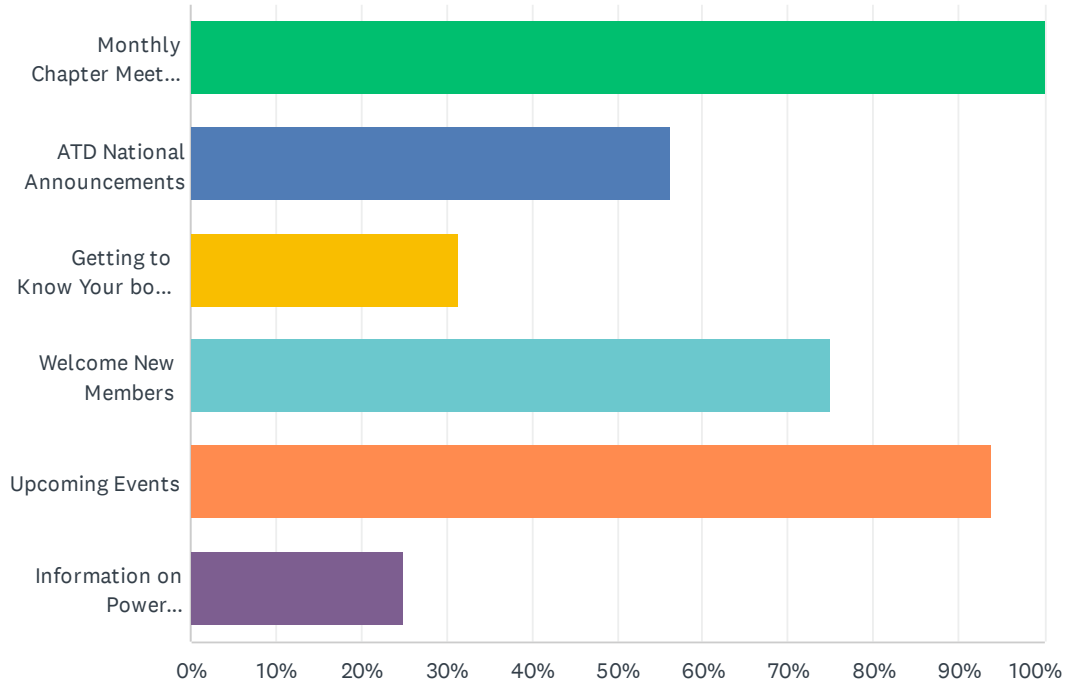
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	87.50%	14
No	12.50%	2
TOTAL		16

Q18 What type of content would you like to see in the ATD Tulsa Monthly Newsletter?

Answered: 16 Skipped: 0

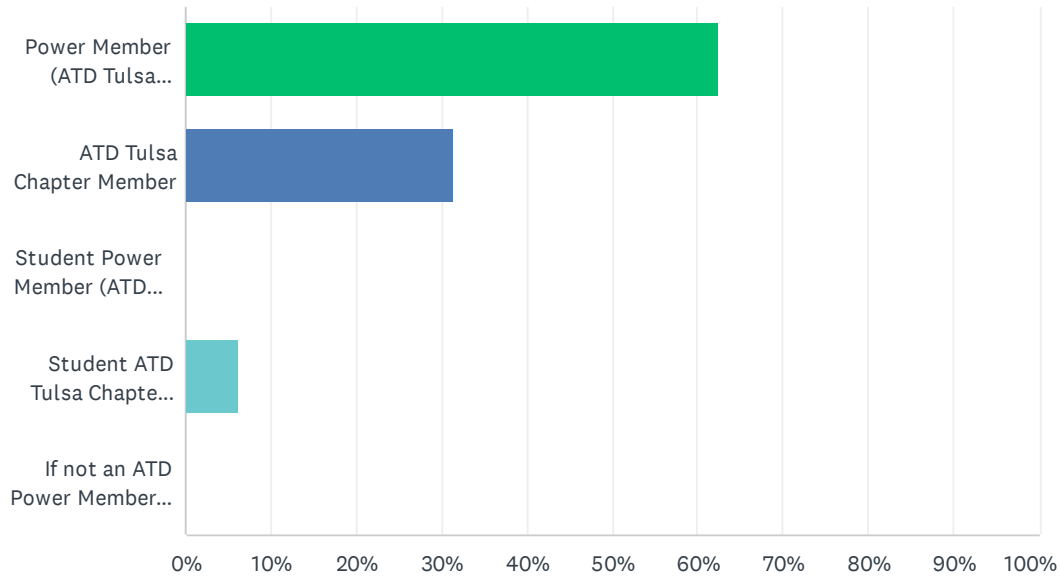


ANSWER CHOICES	RESPONSES
Monthly Chapter Meeting Information	100.00% 16
ATD National Announcements	56.25% 9
Getting to Know Your board members information	31.25% 5
Welcome New Members	75.00% 12
Upcoming Events	93.75% 15
Information on Power Membership	25.00% 4
Total Respondents: 16	

#	OTHER (PLEASE SPECIFY)	DATE
1	I'm not sure if I have gotten a newsletter.	11/8/2021 6:19 PM

Q19 What is your level of membership within ATD?

Answered: 16 Skipped: 0

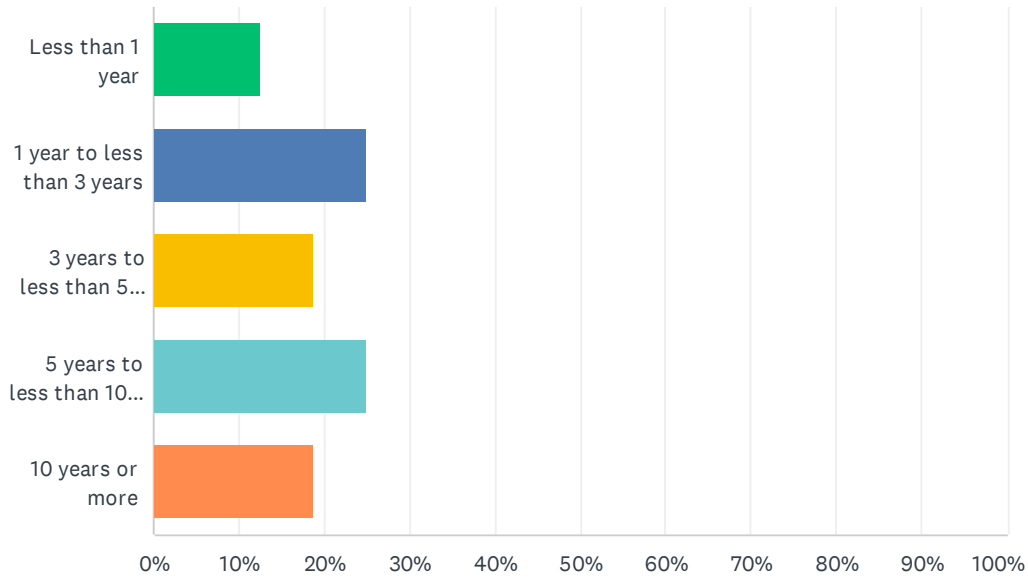


ANSWER CHOICES	RESPONSES	
Power Member (ATD Tulsa Chapter + ATD Member)	62.50%	10
ATD Tulsa Chapter Member	31.25%	5
Student Power Member (ATD Tulsa Chapter + ATD Member)	0.00%	0
Student ATD Tulsa Chapter Member	6.25%	1
If not an ATD Power Member, why not?	0.00%	0
TOTAL		16

#	IF NOT AN ATD POWER MEMBER, WHY NOT?	DATE
	There are no responses.	

Q20 How long have you been an ATD Tulsa Chapter member?

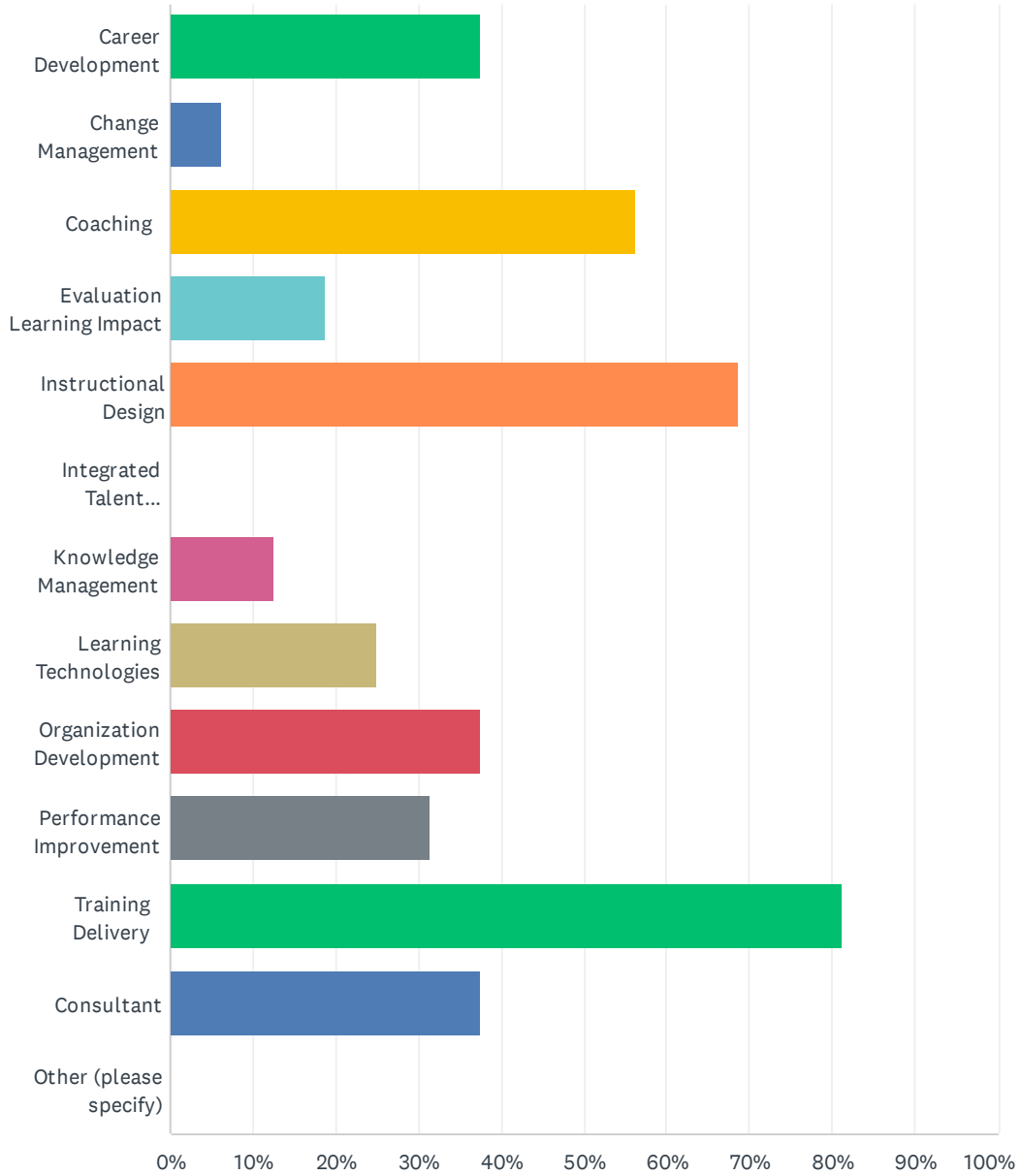
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 1 year	12.50%	2
1 year to less than 3 years	25.00%	4
3 years to less than 5 years	18.75%	3
5 years to less than 10 years	25.00%	4
10 years or more	18.75%	3
TOTAL		16

Q21 What part of the Training and Development industry do you work in? Select all that apply.

Answered: 16 Skipped: 0



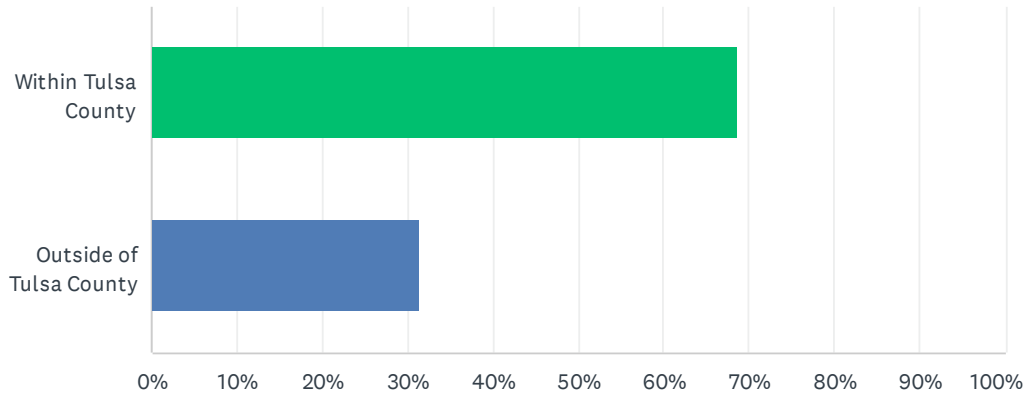
ATD Tulsa Annual Membership Survey 2021

ANSWER CHOICES	RESPONSES	
Career Development	37.50%	6
Change Management	6.25%	1
Coaching	56.25%	9
Evaluation Learning Impact	18.75%	3
Instructional Design	68.75%	11
Integrated Talent Management	0.00%	0
Knowledge Management	12.50%	2
Learning Technologies	25.00%	4
Organization Development	37.50%	6
Performance Improvement	31.25%	5
Training Delivery	81.25%	13
Consultant	37.50%	6
Other (please specify)	0.00%	0
Total Respondents: 16		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q22 Where are you located?

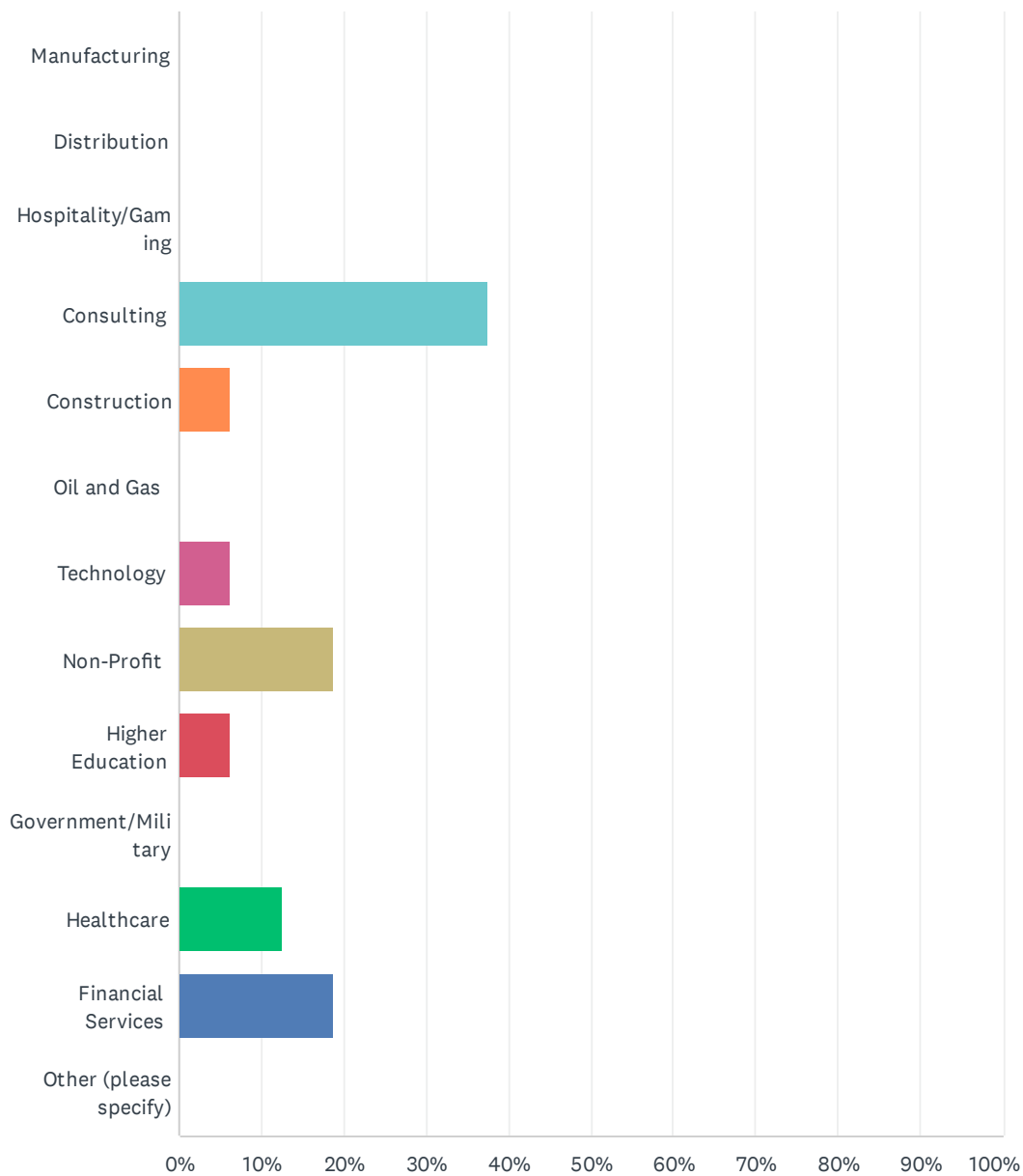
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES
Within Tulsa County	68.75% 11
Outside of Tulsa County	31.25% 5
TOTAL	16

Q23 What is your company's industry?

Answered: 16 Skipped: 0



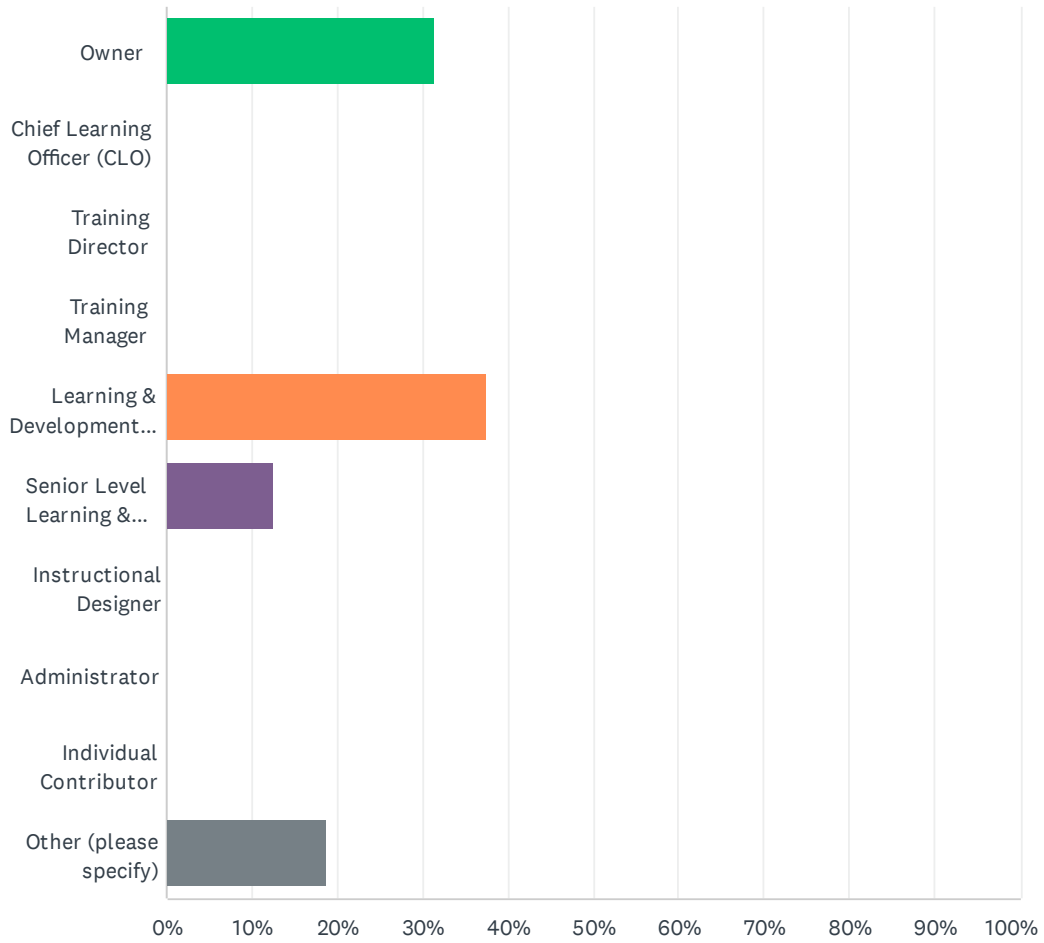
ATD Tulsa Annual Membership Survey 2021

ANSWER CHOICES	RESPONSES	
Manufacturing	0.00%	0
Distribution	0.00%	0
Hospitality/Gaming	0.00%	0
Consulting	37.50%	6
Construction	6.25%	1
Oil and Gas	0.00%	0
Technology	6.25%	1
Non-Profit	18.75%	3
Higher Education	6.25%	1
Government/Military	0.00%	0
Healthcare	12.50%	2
Financial Services	18.75%	3
Other (please specify)	0.00%	0
Total Respondents: 16		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q24 What best describes your position within your organization?

Answered: 16 Skipped: 0



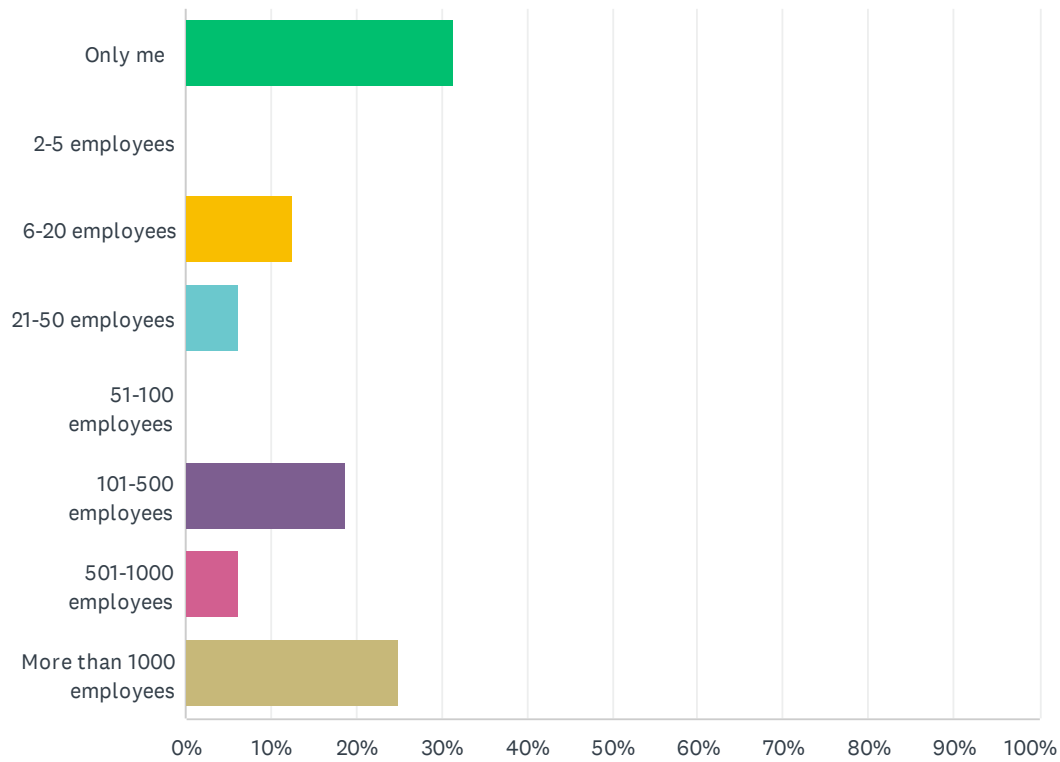
ATD Tulsa Annual Membership Survey 2021

ANSWER CHOICES	RESPONSES	
Owner	31.25%	5
Chief Learning Officer (CLO)	0.00%	0
Training Director	0.00%	0
Training Manager	0.00%	0
Learning & Development Specialist	37.50%	6
Senior Level Learning & Development	12.50%	2
Instructional Designer	0.00%	0
Administrator	0.00%	0
Individual Contributor	0.00%	0
Other (please specify)	18.75%	3
TOTAL		16

#	OTHER (PLEASE SPECIFY)	DATE
1	VP Business Development	11/17/2021 8:52 AM
2	Training Coordinator	11/9/2021 1:49 PM
3	Sales Representative	11/9/2021 12:31 PM

Q25 What best describes the size of your organization?

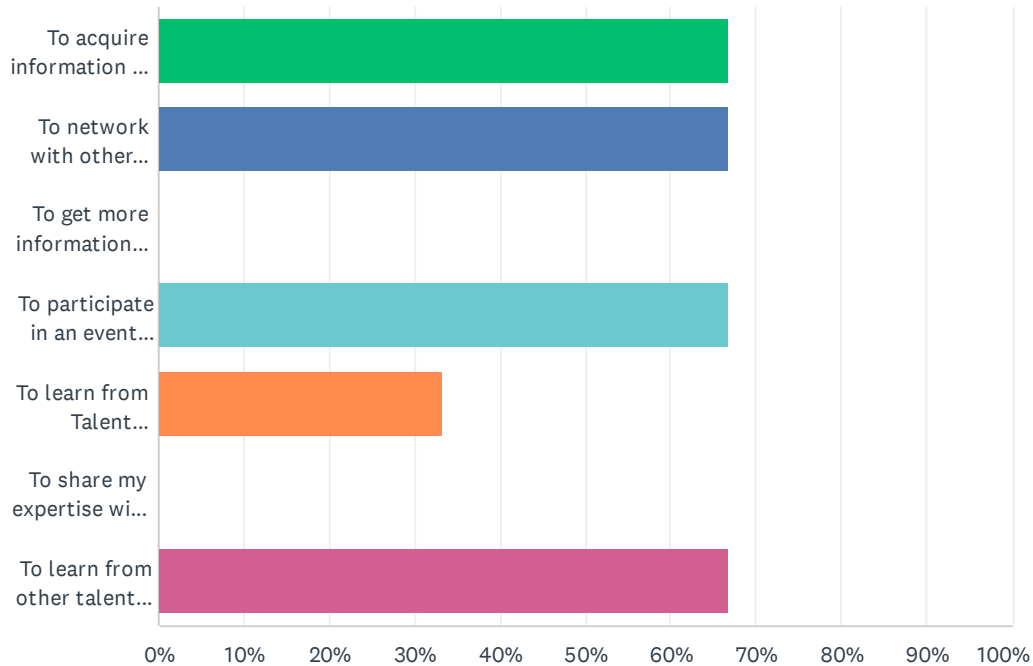
Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Only me	31.25%	5
2-5 employees	0.00%	0
6-20 employees	12.50%	2
21-50 employees	6.25%	1
51-100 employees	0.00%	0
101-500 employees	18.75%	3
501-1000 employees	6.25%	1
More than 1000 employees	25.00%	4
TOTAL		16

Q1 Why did you attend this ATD Tulsa Program Meeting? Check all that apply.

Answered: 3 Skipped: 0

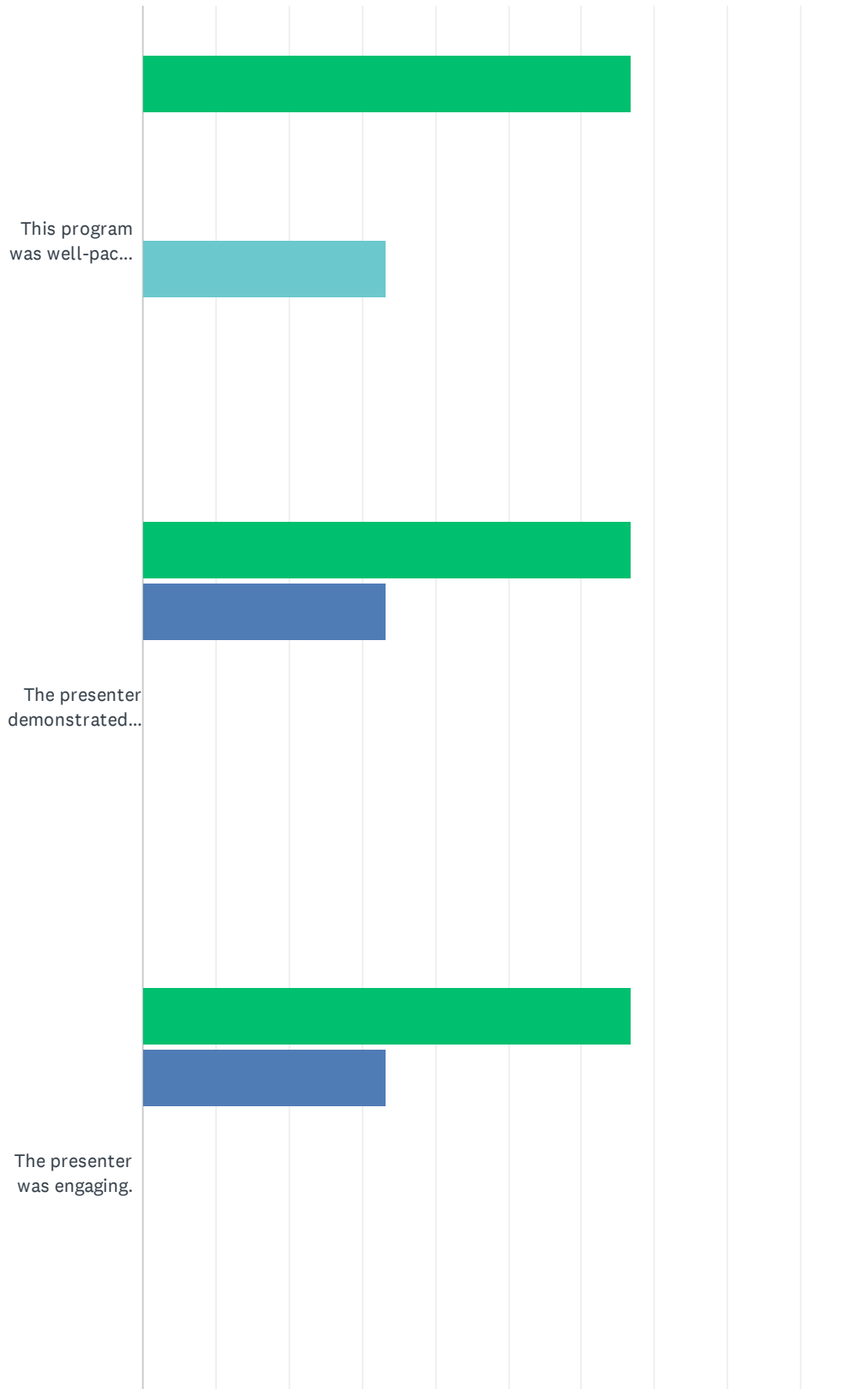


ANSWER CHOICES	RESPONSES	
To acquire information on developments in the talent management industry.	66.67%	2
To network with other talent management professionals.	66.67%	2
To get more information about ATD Tulsa.	0.00%	0
To participate in an event delivered by the presenter.	66.67%	2
To learn from Talent Management industry leaders.	33.33%	1
To share my expertise with other talent management professionals.	0.00%	0
To learn from other talent management professionals attending the program meeting.	66.67%	2
Total Respondents: 3		

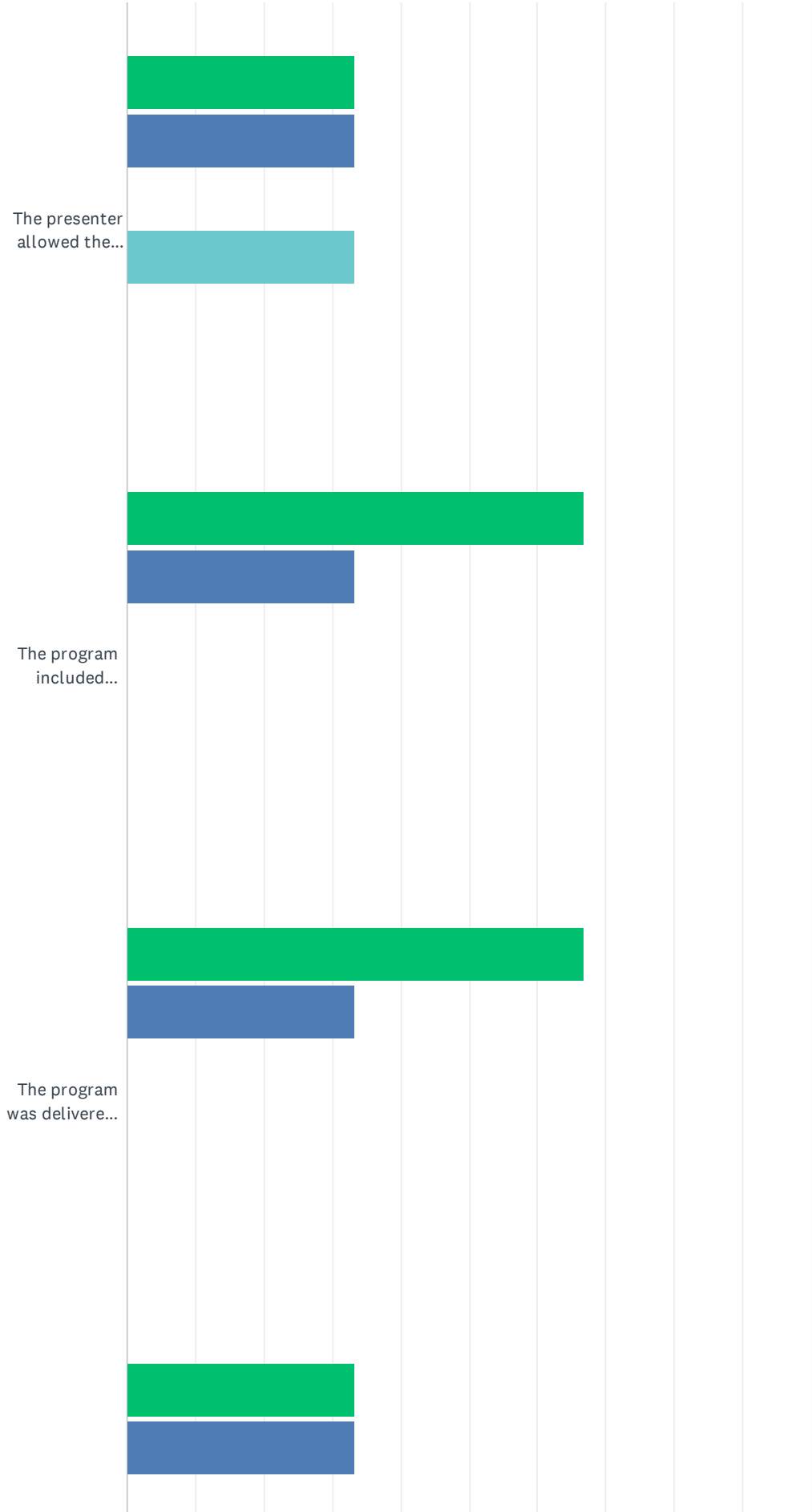
#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Please indicate your level of agreement with the following aspects of the facilitators and workshop content.

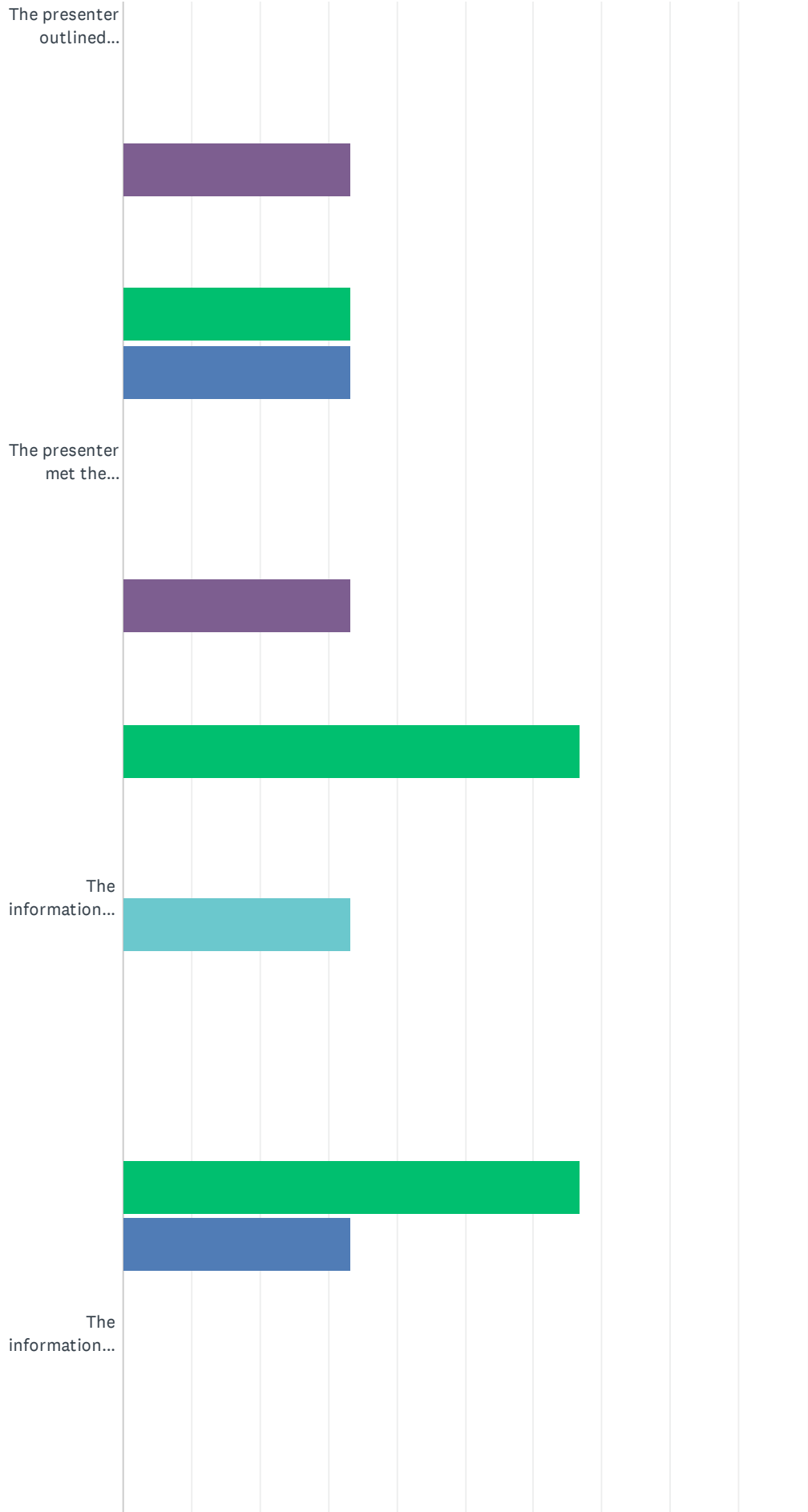
Answered: 3 Skipped: 0



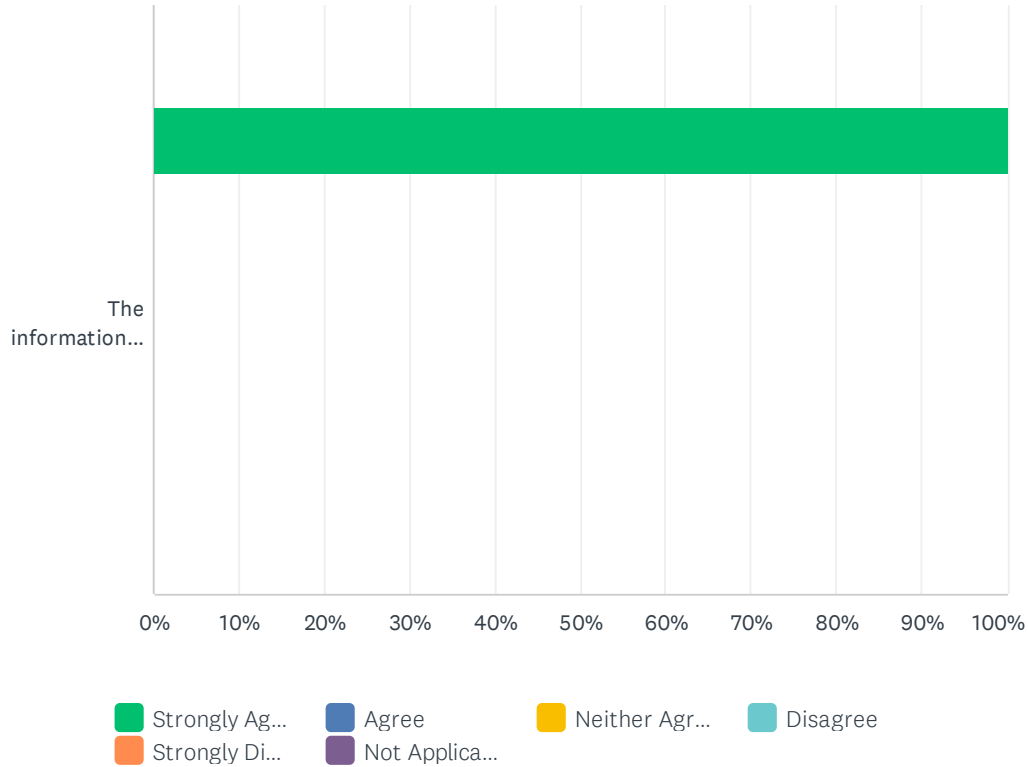
ATD Tulsa November Professional Development - Three Insights From the ATD International Conference and Exposition Three Presentations - ATD 2021 Cubed - November 19, 2021



ATD Tulsa November Professional Development - Three Insights From the ATD International Conference and Exposition Three Presentations - ATD 2021 Cubed - November 19, 2021



ATD Tulsa November Professional Development - Three Insights From the ATD International Conference and Exposition Three Presentations - ATD 2021 Cubed - November 19, 2021



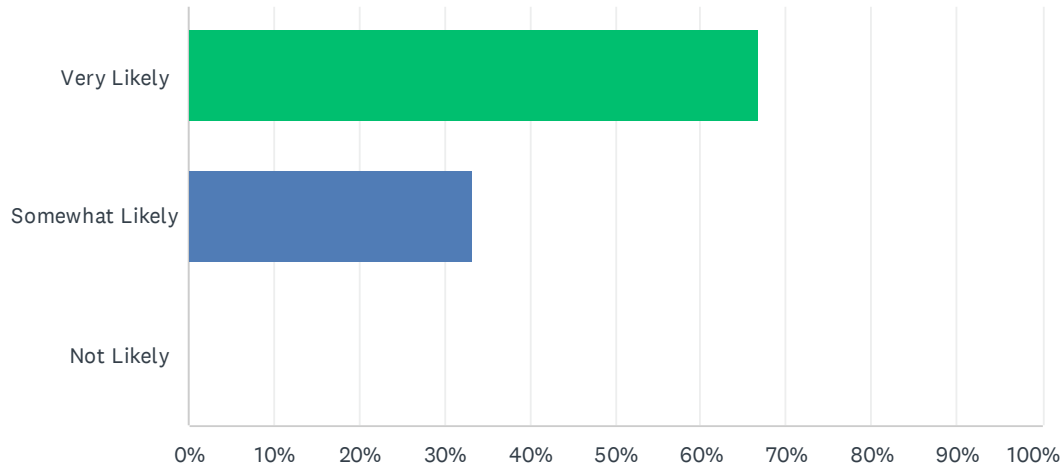
	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	NOT APPLICABLE	TOTAL
This program was well-paced and made good use of my time.	66.67% 2	0.00% 0	0.00% 0	33.33% 1	0.00% 0	0.00% 0	3
The presenter demonstrated subject matter expertise and knowledge.	66.67% 2	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3
The presenter was engaging.	66.67% 2	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3
The presenter allowed the right amount of time for discussion.	33.33% 1	33.33% 1	0.00% 0	33.33% 1	0.00% 0	0.00% 0	3
The program included hands-on learning activities.	66.67% 2	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3
The program was delivered as promoted.	66.67% 2	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3
The presenter outlined objectives for their session.	33.33% 1	33.33% 1	0.00% 0	0.00% 0	0.00% 0	33.33% 1	3
The presenter met the objectives as outlined.	33.33% 1	33.33% 1	0.00% 0	0.00% 0	0.00% 0	33.33% 1	3
The information presented during this program was well organized.	66.67% 2	0.00% 0	0.00% 0	33.33% 1	0.00% 0	0.00% 0	3
The information presented during this program is useful to my job.	66.67% 2	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3
The information presented during this program can be applied to my business.	100.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3

ATD Tulsa November Professional Development - Three Insights From the ATD International Conference and Exposition Three Presentations - ATD 2021 Cubed - November 19, 2021

#	IF YOU RATED ANY STATEMENT(S) AS "STRONGLY DISAGREE" OR "DISAGREE," WHAT COULD BE DONE DIFFERENTLY TO CHANGE YOUR RESPONSE TO "STRONGLY AGREE?"	DATE
1	There should have been a time limit for each presenter so they had equal time.	11/19/2021 2:52 PM

Q3 How likely are you to recommend the session facilitator to other organizations?

Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES
Very Likely	66.67% 2
Somewhat Likely	33.33% 1
Not Likely	0.00% 0
TOTAL	3

#	IF YOU ANSWERED SOMEWHAT LIKELY OR NOT LIKELY, WHAT COULD WE DO DIFFERENTLY TO CHANGE YOUR RESPONSE TO VERY LIKELY?	DATE
	There are no responses.	

Q4 What were your top one or two takeaways from this session?

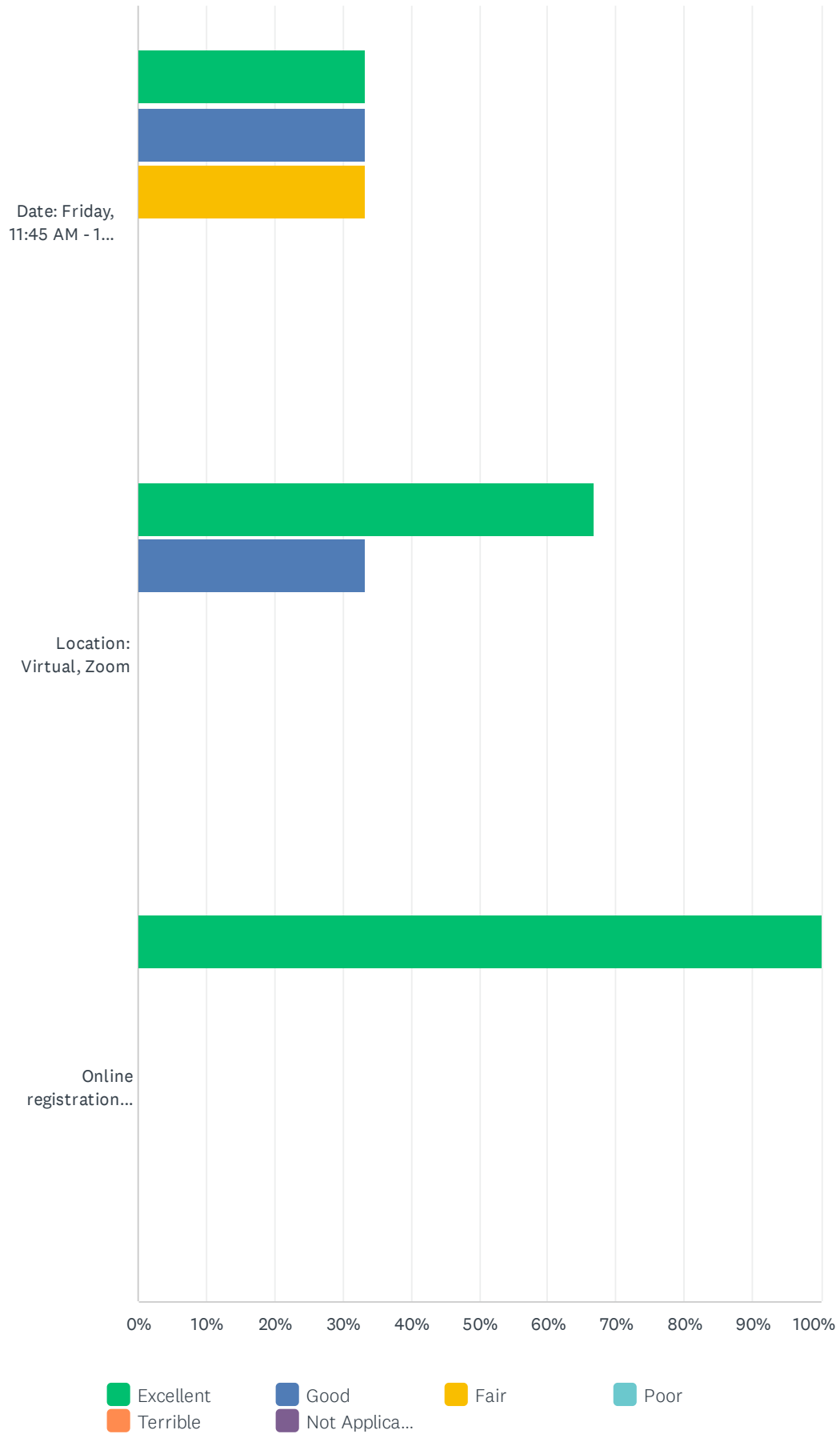
Answered: 2 Skipped: 1

#	RESPONSES	DATE
1	Options for using Mentimeter, awareness of psychologically safe	11/19/2021 4:49 PM
2	So many different tools to use in virtual training; I have not had as much opportunity to present virtually so I am always happy to learn from other's experiences	11/19/2021 1:37 PM

Q5 Please rate the following aspects of the program as Excellent, Good, Fair, Poor, or Terrible. Or if it does not apply to you, Not Applicable.

Answered: 3 Skipped: 0

ATD Tulsa November Professional Development - Three Insights From the ATD International Conference and Exposition Three Presentations - ATD 2021 Cubed - November 19, 2021

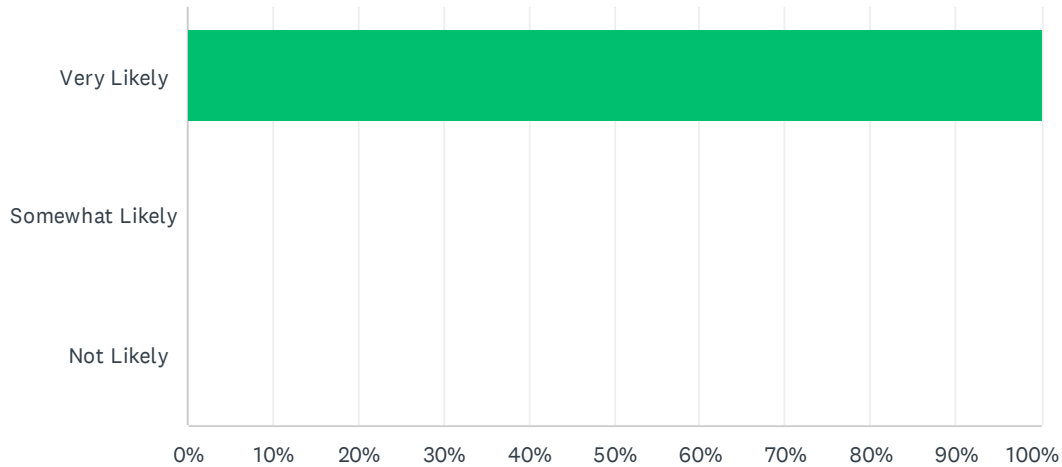


ATD Tulsa November Professional Development - Three Insights From the ATD International Conference and Exposition Three Presentations - ATD 2021 Cubed - November 19, 2021

	EXCELLENT	GOOD	FAIR	POOR	TERRIBLE	NOT APPLICABLE	TOTAL
Date: Friday, 11:45 AM - 1:15 PM	33.33% 1	33.33% 1	33.33% 1	0.00% 0	0.00% 0	0.00% 0	3
Location: Virtual, Zoom	66.67% 2	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3
Online registration process	100.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3

Q6 Based on your experience at this ATD Tulsa program meeting, how likely are you to attend another program meeting?

Answered: 3 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Likely	100.00%	3
Somewhat Likely	0.00%	0
Not Likely	0.00%	0
TOTAL		3

#	IF YOU ANSWERED SOMEWHAT LIKELY OR NOT LIKELY, WHAT COULD WE DO DIFFERENTLY TO CHANGE YOUR RESPONSE TO VERY LIKELY?	DATE
	There are no responses.	

Q7 Are there trainers, consultants, speakers, companies, or organizations that you would like to have present at a future ATD Tulsa program meeting? If yes, please list them.

Answered: 0 Skipped: 3

#	RESPONSES	DATE
	There are no responses.	

Q8 Do you have any questions, comments or concerns? (If you would like for us to respond directly, please include your preferred contact information.)

Answered: 0 Skipped: 3

#	RESPONSES	DATE
	There are no responses.	

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 8:00:44 AM
Last Modified: Thursday, October 28, 2021 8:01:20 AM
Time Spent: 00:00:35
IP Address: 172.56.6.158

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Very Satisfied**

Q3 **Very Likely**

How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

We can do simple things to help empower our teams

Q5 **Respondent skipped this question**

Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 8:01:50 AM
Last Modified: Thursday, October 28, 2021 8:02:12 AM
Time Spent: 00:00:22
IP Address: 165.225.33.14

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Very Satisfied**

Q3 **Very Likely**

How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

The 3 tenets of hope

Q5 **Respondent skipped this question**

Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 8:01:25 AM
Last Modified: Thursday, October 28, 2021 8:02:54 AM
Time Spent: 00:01:29
IP Address: 172.56.7.218

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Satisfied**

Q3 **Very Likely**

How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

Remove barriers that prevent your talent from being their best selves and doing their best work. The majority needs to make some noise about accessibility, too.

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

N/a

#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 8:01:20 AM
Last Modified: Thursday, October 28, 2021 8:03:35 AM
Time Spent: 00:02:14
IP Address: 68.12.120.115

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Neither Satisfied Nor Dissatisfied**

Q3 **Somewhat Likely**

How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

ADA is not enough. Accessibility increases the talent pool and is worth doing.

Q5 **Respondent skipped this question**

Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#5

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 8:01:09 AM
Last Modified: Thursday, October 28, 2021 8:03:44 AM
Time Spent: 00:02:34
IP Address: 98.190.117.35

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Very Satisfied**

Q3 **Very Likely**

How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

Viewing accessibility as supporting our valuable talent assets

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

No

#6

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 8:03:26 AM
Last Modified: Thursday, October 28, 2021 8:03:53 AM
Time Spent: 00:00:27
IP Address: 71.191.247.189

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Very Satisfied**

Q3 **Somewhat Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4 **Respondent skipped this question**
What Were Your Top One Or Two Takeaways From This Session?

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#7

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 8:01:47 AM
Last Modified: Thursday, October 28, 2021 8:04:20 AM
Time Spent: 00:02:32
IP Address: 107.77.196.128

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Very Satisfied**

Q3 **Very Likely**

How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

Being more cognizant of training needs and accessibility for people with disabilities.

Q5 **Respondent skipped this question**

Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#8

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 8:01:22 AM
Last Modified: Thursday, October 28, 2021 8:04:53 AM
Time Spent: 00:03:30
IP Address: 172.58.84.35

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

Involve and solicit feedback from employees with disabilities to ensure training programs are accessible for all.

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

Great session! I loved the "sharing" format - very personal and intimate discussion.

#9

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 8:01:36 AM
Last Modified: Thursday, October 28, 2021 8:05:18 AM
Time Spent: 00:03:42
IP Address: 99.115.10.223

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Very Satisfied**

Q3 **Very Likely**

How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

I really liked the part about the 3 pieces that come together to produce hope: a goal, a pathway, and belief that you could get there. I will also remember his stories, such as going to that building to fill out employment paperwork and finding it inaccessible.

Q5 **Respondent skipped this question**

Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#10

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 8:01:02 AM
Last Modified: Thursday, October 28, 2021 8:05:38 AM
Time Spent: 00:04:36
IP Address: 70.168.226.151

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Very Satisfied**

Q3 **Very Likely**

How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

A lack of accessibility reduces productivity and can keep us from have the best talent on our team. If you are trying to address accessibility for a new team member, be sure to ask that person what would be most helpful.

Q5 **Respondent skipped this question**

Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#11

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 8:00:58 AM
Last Modified: Thursday, October 28, 2021 8:06:48 AM
Time Spent: 00:05:50
IP Address: 98.160.115.93

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

Accessibility should be a collaborative effort

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

Really appreciated his firsthand experience and suggestions

#12

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 8:10:29 AM
Last Modified: Thursday, October 28, 2021 8:12:32 AM
Time Spent: 00:02:02
IP Address: 164.90.35.48

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Very Satisfied**

Q3 **Very Likely**

How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

Don't assume to know what a person's needs are, ask.

Q5 **Respondent skipped this question**

Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#13

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 8:58:58 AM
Last Modified: Thursday, October 28, 2021 9:00:46 AM
Time Spent: 00:01:48
IP Address: 70.189.103.201

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Very Satisfied**

Q3 **Very Likely**

How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

Labels can be limiting to folks who experience being labeled. It is important to recognize the agency and strengths that everyone brings.

Making training and spaces accessible means limiting the amount of assistance or interference an attendee needs to fully participate.

Q5 **Respondent skipped this question**

Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#14

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 9:31:55 AM
Last Modified: Thursday, October 28, 2021 9:33:18 AM
Time Spent: 00:01:22
IP Address: 136.49.38.244

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Virtual Training for All: Delivering Accessible Live Online Training - Kevin Gumienny**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
All of the Accessibility trackers and dhs.gov/trusted-tester

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
This session was enlightening for me, thank you.

#15

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 9:31:32 AM
Last Modified: Thursday, October 28, 2021 9:33:40 AM
Time Spent: 00:02:07
IP Address: 172.56.7.25

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Optimize Your Storyline Course for Screen Readers - Diane Elkins**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
The importance of using alt text and previewing your lessons through screen readers to assess your lesson's accessibility

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
I would like to understand her complete process of building her accessible lessons in Articulate storyline. I am very new to this idea and would appreciate the guidance.
jlynchsilva@uco.edu

#16

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 9:34:21 AM
Last Modified: Thursday, October 28, 2021 9:36:38 AM
Time Spent: 00:02:17
IP Address: 135.26.5.212

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Virtual Training for All: Delivering Accessible Live Online Training - Kevin Gumienny**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
The speaker made accessibility resources easily accessible.
I am having a conversation with branding!

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
Kevin was engaging, informative and enjoyable.

#17

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 9:31:29 AM
Last Modified: Thursday, October 28, 2021 9:42:57 AM
Time Spent: 00:11:28
IP Address: 128.194.250.158

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Virtual Training for All: Delivering Accessible Live Online Training - Kevin Gumienny**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Accessibility checkers and even though a disability isn't reported doesn't mean that someone doesn't have one that we need to be accommodating.

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#18

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 9:31:03 AM
Last Modified: Thursday, October 28, 2021 10:20:44 AM
Time Spent: 00:49:40
IP Address: 107.142.161.189

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Virtual Training for All: Delivering Accessible Live Online Training - Kevin Gumienny**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
More resources to continue to learn and to check the accessibility of my materials.
Read everything on your PPT slides and describe what you're doing in the moment.

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#19

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 10:37:55 AM
Last Modified: Thursday, October 28, 2021 10:38:34 AM
Time Spent: 00:00:39
IP Address: 70.177.68.135

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

His story

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

None

#20

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 10:38:50 AM
Last Modified: Thursday, October 28, 2021 10:39:51 AM
Time Spent: 00:01:01
IP Address: 70.177.68.135

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Optimize Your Storyline Course for Screen Readers - Diane Elkins**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Things to be aware of when building courses in articulate.

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

No

#21

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 10:54:26 AM
Last Modified: Thursday, October 28, 2021 10:59:08 AM
Time Spent: 00:04:41
IP Address: 70.168.226.151

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Virtual Training for All: Delivering Accessible Live Online Training - Kevin Gumienny**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
The large number of white collar workforce that fits the definition of having a disability. Accessibility meets the needs of everyone. Beware of the limitations of accessibility checkers.

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#22

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 10:59:27 AM
Last Modified: Thursday, October 28, 2021 10:59:44 AM
Time Spent: 00:00:17
IP Address: 165.225.33.14

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Optimize Your Storyline Course for Screen Readers - Diane Elkins**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Focus Order is so important!

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#23

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 11:00:25 AM
Last Modified: Thursday, October 28, 2021 11:02:30 AM
Time Spent: 00:02:05
IP Address: 70.168.226.151

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **No Learner Left Behind: Designing Inclusive (508 Compliant) Learning Programs & Materials - Maureen Orey**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
The learning environment and access matrix...great resource!

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#24

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 11:01:08 AM
Last Modified: Thursday, October 28, 2021 11:02:30 AM
Time Spent: 00:01:22
IP Address: 67.200.201.137

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **No Learner Left Behind: Designing Inclusive (508 Compliant) Learning Programs & Materials - Maureen Orey**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
The four access needs

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#25

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 11:03:08 AM
Last Modified: Thursday, October 28, 2021 11:03:41 AM
Time Spent: 00:00:33
IP Address: 107.77.196.128

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **No Learner Left Behind: Designing Inclusive (508 Compliant) Learning Programs & Materials - Maureen Orey**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Great PPT resource

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#26

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 11:03:00 AM
Last Modified: Thursday, October 28, 2021 11:04:18 AM
Time Spent: 00:01:18
IP Address: 172.56.6.145

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **No Learner Left Behind: Designing Inclusive (508 Compliant) Learning Programs & Materials - Maureen Orey**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
The importance of acknowledging different needs for our learners and adjusting accordingly. Also, helpful resources with reviewing your lesson against accessibility needs.

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
None.

#27

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 11:03:11 AM
Last Modified: Thursday, October 28, 2021 11:05:50 AM
Time Spent: 00:02:38
IP Address: 98.190.117.35

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **No Learner Left Behind: Designing Inclusive (508 Compliant) Learning Programs & Materials - Maureen Orey**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Satisfied**

Q3 **Somewhat Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
EXCELLENT content! Loved the succinct matrix of environments & access needs. Too bad the technical issues distracted

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#28

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 11:06:08 AM
Last Modified: Thursday, October 28, 2021 11:07:21 AM
Time Spent: 00:01:12
IP Address: 68.12.120.115

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Virtual Training for All: Delivering Accessible Live Online Training - Kevin Gumienny**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

Transcripts and captions serve two different functions - they are not interchangeable

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

No

#29

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 11:07:56 AM
Last Modified: Thursday, October 28, 2021 11:08:48 AM
Time Spent: 00:00:51
IP Address: 68.12.120.115

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **No Learner Left Behind: Designing Inclusive (508 Compliant) Learning Programs & Materials - Maureen Orey**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Neither Satisfied Nor Dissatisfied**

Q3 **Somewhat Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Hard to say - too many tech problems

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
No

#30

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 11:07:00 AM
Last Modified: Thursday, October 28, 2021 11:09:11 AM
Time Spent: 00:02:10
IP Address: 164.90.35.48

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Optimize Your Storyline Course for Screen Readers - Diane Elkins**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Focus Order is so much more important than I knew for Accessibility. Grouping is an important consideration as well.

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#31

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 11:26:11 AM
Last Modified: Thursday, October 28, 2021 11:27:08 AM
Time Spent: 00:00:56
IP Address: 67.200.201.137

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Optimize Your Storyline Course for Screen Readers - Diane Elkins**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
There was so much I can apply to my daily work, I can't pick one or two things!

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
Thank you, this was a great session.

#32

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 12:26:31 PM
Last Modified: Thursday, October 28, 2021 12:27:37 PM
Time Spent: 00:01:06
IP Address: 136.49.38.244

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **The Trajectory of 508 Compliance at the FAA - Kevin Brierton**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Now I understand how to use YouTube for Closed Captioning.

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
None, thank you.

#33

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 12:29:20 PM
Last Modified: Thursday, October 28, 2021 12:31:03 PM
Time Spent: 00:01:42
IP Address: 174.210.139.202

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Working with Deaf and Hard of Hearing Participants: Important Aspects to Consider - Mary H. Lightfoot**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Industry standards and ways to set an interpreter up for success.

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
No thank you

#34

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 12:32:01 PM
Last Modified: Thursday, October 28, 2021 12:32:56 PM
Time Spent: 00:00:54
IP Address: 98.160.115.93

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **The Trajectory of 508 Compliance at the FAA - Kevin Brierton**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
To add alt text

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#35

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 12:31:54 PM
Last Modified: Thursday, October 28, 2021 12:33:09 PM
Time Spent: 00:01:14
IP Address: 107.77.196.128

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **The Trajectory of 508 Compliance at the FAA - Kevin Brierton**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
The best presentation so far!

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#36

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 12:31:53 PM
Last Modified: Thursday, October 28, 2021 12:33:33 PM
Time Spent: 00:01:40
IP Address: 67.200.201.137

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **The Trajectory of 508 Compliance at the FAA - Kevin Brierton**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Keep course status and instructions accessible to people with disabilities, for goodness sake!

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#37

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 12:30:16 PM
Last Modified: Thursday, October 28, 2021 12:34:07 PM
Time Spent: 00:03:51
IP Address: 164.90.35.48

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Working with Deaf and Hard of Hearing Participants: Important Aspects to Consider - Mary H. Lightfoot**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
How different folks feel about the industry standards of their preferred software.

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#38

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 12:32:04 PM
Last Modified: Thursday, October 28, 2021 12:35:11 PM
Time Spent: 00:03:06
IP Address: 172.56.7.120

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **The Trajectory of 508 Compliance at the FAA - Kevin Brierton**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Spelling out the requirements for 508 was very helpful and the resources offered for closed captioning (YouTube) was very helpful too.

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
Are there any other resources that we can use to review our courses for accessibility? Are there any agencies that offer this service that you would recommend?

Jlynchsilva@uco.edu

#39

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 1:23:44 PM
Last Modified: Thursday, October 28, 2021 1:26:30 PM
Time Spent: 00:02:46
IP Address: 70.189.103.201

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Virtual Training for All: Delivering Accessible Live Online Training - Kevin Gumienny**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Accessibility should be a given in the design process. We need to plan in accessibility as if a huge chunk of our learners will need some form of accommodation.

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
This was great! I learned a lot.

#40

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 1:26:46 PM
Last Modified: Thursday, October 28, 2021 1:29:21 PM
Time Spent: 00:02:34
IP Address: 70.189.103.201

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **No Learner Left Behind: Designing Inclusive (508 Compliant) Learning Programs & Materials - Maureen Orey**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
I was not aware of all 5 types of learning diversity that may be experienced by learners/participants. It has given me more ideas for how to adapt and create more accessible trainings in the future.

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#41

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 1:54:02 PM
Last Modified: Thursday, October 28, 2021 1:55:45 PM
Time Spent: 00:01:42
IP Address: 70.168.226.151

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Designing Training for Neurodiverse Learners - Emily Wood**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
OpenDyslexic font, Instructional design principles

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#42

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 1:54:50 PM
Last Modified: Thursday, October 28, 2021 1:55:58 PM
Time Spent: 00:01:08
IP Address: 174.210.139.202

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Designing Training for Neurodiverse Learners - Emily Wood**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
The font was a good tip and general awareness in this area.

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
No

#43

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 1:55:08 PM
Last Modified: Thursday, October 28, 2021 1:57:09 PM
Time Spent: 00:02:01
IP Address: 128.194.250.158

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Designing Training for Neurodiverse Learners - Emily Wood**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Importance of seating in the training room and scaffolded practice opportunities.

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#44

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 1:57:27 PM
Last Modified: Thursday, October 28, 2021 1:58:32 PM
Time Spent: 00:01:05
IP Address: 128.194.250.158

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Looking and Leading Beyond Labels - Emeka Nnaka**

Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Satisfied**

Q3 **Somewhat Likely**

How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?

We should be eliminating barriers prior to hiring diverse individuals, but also working with them to know exactly what they need in their accommodations.

Q5 **Respondent skipped this question**

Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#45

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 1:56:08 PM
Last Modified: Thursday, October 28, 2021 1:58:32 PM
Time Spent: 00:02:24
IP Address: 70.168.226.151

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Working with Deaf and Hard of Hearing Participants: Important Aspects to Consider - Mary H. Lightfoot**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Being deaf does not mean just one thing, tips for communicating using an interpreter

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#46

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 1:56:13 PM
Last Modified: Thursday, October 28, 2021 1:58:45 PM
Time Spent: 00:02:32
IP Address: 98.190.117.35

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Designing Training for Neurodiverse Learners - Emily Wood**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Great practical tips! I'm reconsidering how I can design for more flexibility and options in the learner experience

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#47

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 1:58:35 PM
Last Modified: Thursday, October 28, 2021 2:01:49 PM
Time Spent: 00:03:14
IP Address: 128.194.250.158

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Working with Deaf and Hard of Hearing Participants: Important Aspects to Consider - Mary H. Lightfoot**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Some much about the ASL interpreter profession and how as a training professional we can utilize and support them.

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#48

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 2:00:40 PM
Last Modified: Thursday, October 28, 2021 2:01:49 PM
Time Spent: 00:01:08
IP Address: 136.49.38.244

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Design Inclusive Training: Go Beyond Accessibility to Reach All Learners - Gwen N. Klapperich**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
I learned what UDL means and received ideas on how to implement it in the content my team develops.

Q5 **Respondent skipped this question**
Do You Have Any Questions, Comments, Or Concerns?
(If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

#49

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 2:01:53 PM
Last Modified: Thursday, October 28, 2021 2:03:11 PM
Time Spent: 00:01:18
IP Address: 128.194.250.158

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **No Learner Left Behind: Designing Inclusive (508 Compliant) Learning Programs & Materials - Maureen Orey**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Satisfied**

Q3 **Somewhat Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
LEAN Matrix was helpful.

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
Was a bit distracting when the technology issues started happening and I found myself starting to disengaging in the information that was being presented.

#50

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 3:15:01 PM
Last Modified: Thursday, October 28, 2021 3:22:46 PM
Time Spent: 00:07:45
IP Address: 98.160.115.93

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **No Learner Left Behind: Designing Inclusive (508 Compliant) Learning Programs & Materials - Maureen Orey**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Satisfied**

Q3 **Not Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
The Learning environments and access to learning document

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
First part very good. Her unfortunate technology issues (Videos not playing correctly... Possibly a bandwidth issue)was a distraction which made it hard to re-focus. It would be best if she had a second device open so she would know when slides weren't in presentation mode.

#51

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Thursday, October 28, 2021 3:23:38 PM
Last Modified: Thursday, October 28, 2021 3:27:12 PM
Time Spent: 00:03:34
IP Address: 98.160.115.93

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Design Inclusive Training: Go Beyond Accessibility to Reach All Learners - Gwen N. Klapperich**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Awareness of UDL

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

Gwen's program had a good flow with plenty of interaction and questions. She is an engaging presenter. Slides were simple and helpful.

#52

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, October 29, 2021 9:42:51 AM
Last Modified: Friday, October 29, 2021 9:44:00 AM
Time Spent: 00:01:08
IP Address: 172.4.182.242

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Optimize Your Storyline Course for Screen Readers - Diane Elkins**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

Q3 **Somewhat Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
Accessibility needs to be considered from the start, not as an after-thought.
Consider the screen reader experience from the learner perspective.

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

No.

#53

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, November 01, 2021 7:56:08 PM
Last Modified: Monday, November 01, 2021 7:57:36 PM
Time Spent: 00:01:27
IP Address: 75.87.178.5

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **Virtual Training for All: Delivering Accessible Live Online Training - Kevin Gumienny**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall

Satisfaction Level **Very Satisfied**

Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
The color contrast tool and the discussion around audio descriptions.

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
No. I loved his enthusiasm and happy delivery style.

#54

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, November 01, 2021 9:06:41 PM
Last Modified: Monday, November 01, 2021 9:09:10 PM
Time Spent: 00:02:28
IP Address: 75.87.178.5

Page 1: ATD Oklahoma Statewide Conference Post-Session Survey

Q1 **No Learner Left Behind: Designing Inclusive (508 Compliant) Learning Programs & Materials - Maureen Orey**
Select A Session From The Dropdown To Provide Feedback

Q2
How Satisfied Were You With This Session Overall
Satisfaction Level **Very Satisfied**

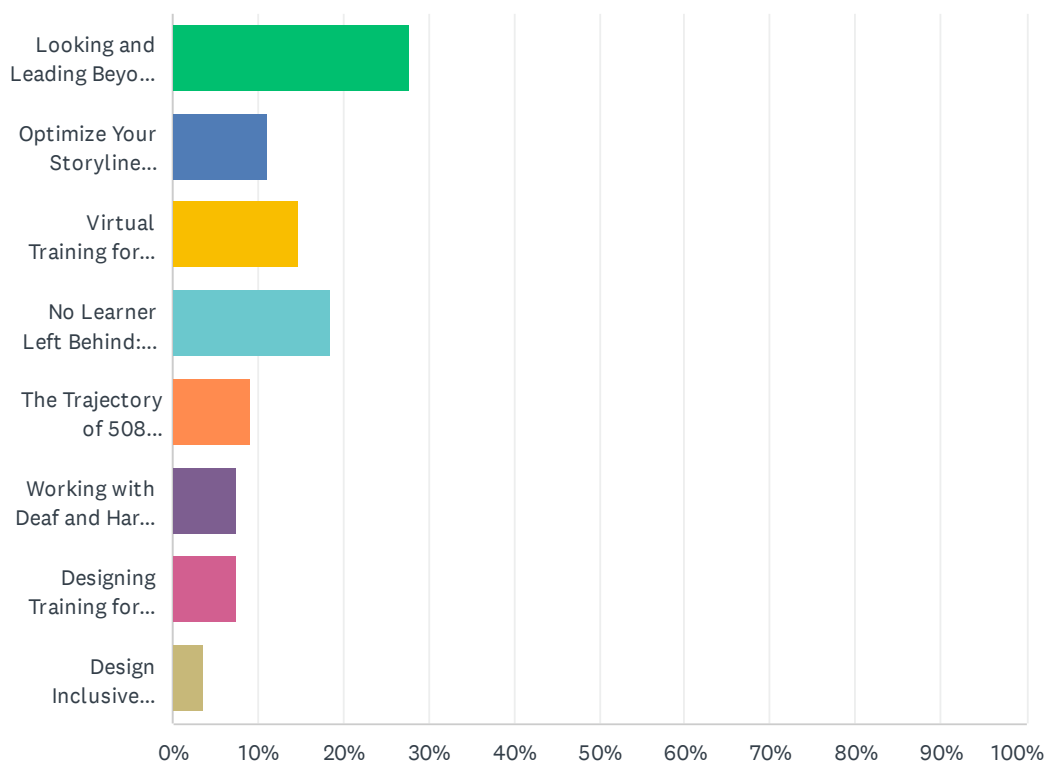
Q3 **Very Likely**
How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Q4
What Were Your Top One Or Two Takeaways From This Session?
I have a great list of questions for our team to consider. I also have an intro idea for our facilitators to point out accessibility tools.

Q5
Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)
No this was great

Q1 Select A Session From The Dropdown To Provide Feedback

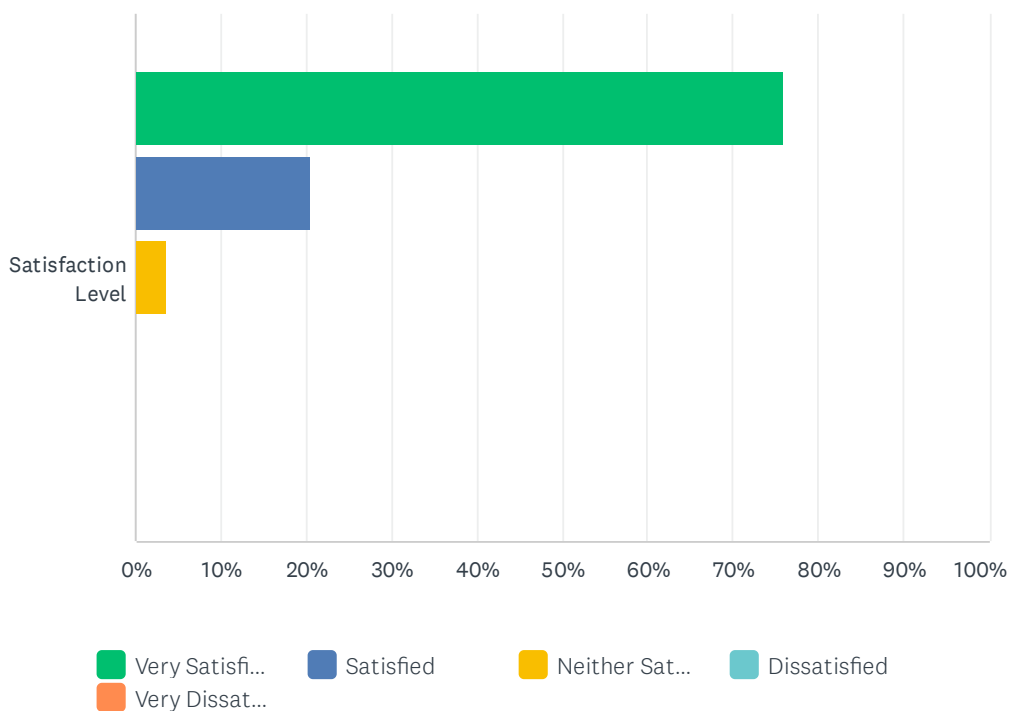
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Looking and Leading Beyond Labels - Emeka Nnaka	27.78%	15
Optimize Your Storyline Course for Screen Readers - Diane Elkins	11.11%	6
Virtual Training for All: Delivering Accessible Live Online Training - Kevin Gumienny	14.81%	8
No Learner Left Behind: Designing Inclusive (508 Compliant) Learning Programs & Materials - Maureen Orey	18.52%	10
The Trajectory of 508 Compliance at the FAA - Kevin Brierton	9.26%	5
Working with Deaf and Hard of Hearing Participants: Important Aspects to Consider - Mary H. Lightfoot	7.41%	4
Designing Training for Neurodiverse Learners - Emily Wood	7.41%	4
Design Inclusive Training: Go Beyond Accessibility to Reach All Learners - Gwen N. Klapperich	3.70%	2
TOTAL		54

Q2 How Satisfied Were You With This Session Overall

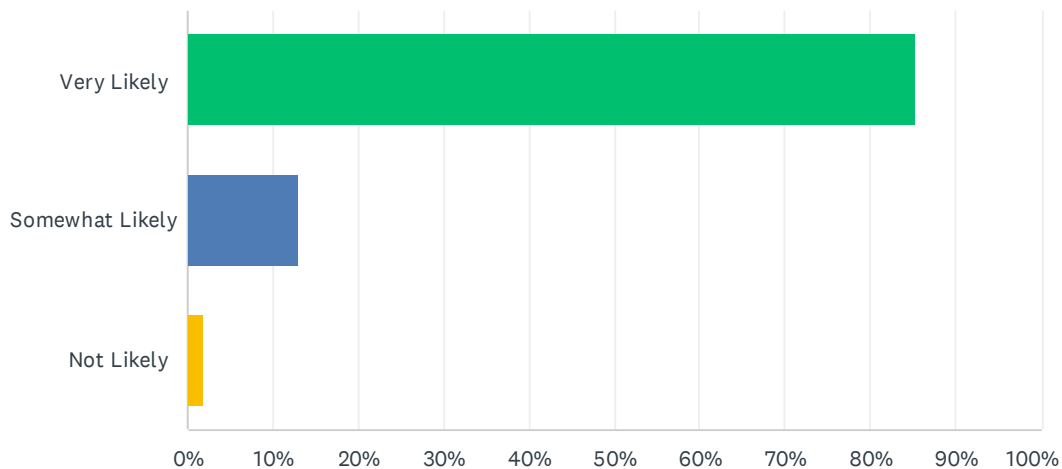
Answered: 54 Skipped: 0



	VERY SATISFIED	SATISFIED	NEITHER SATISFIED NOR DISSATISFIED	DISSATISFIED	VERY DISSATISFIED	TOTAL
Satisfaction Level	75.93% 41	20.37% 11	3.70% 2	0.00% 0	0.00% 0	54

Q3 How Likely Are You To Recommend The Session Facilitator To Other Organizations?

Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Likely	85.19%	46
Somewhat Likely	12.96%	7
Not Likely	1.85%	1
TOTAL		54

Q4 What Were Your Top One Or Two Takeaways From This Session?

Answered: 53 Skipped: 1

#	RESPONSES	DATE
1	I have a great list of questions for our team to consider. I also have an intro idea for our facilitators to point out accessibility tools.	11/1/2021 10:09 PM
2	The color contrast tool and the discussion around audio descriptions.	11/1/2021 8:58 PM
3	Accessibility needs to be considered from the start, not as an after-thought. Consider the screen reader experience from the learner perspective.	10/29/2021 10:44 AM
4	Awareness of UDL	10/28/2021 4:27 PM
5	The Learning environments and access to learning document	10/28/2021 4:23 PM
6	LEAN Matrix was helpful.	10/28/2021 3:03 PM
7	I learned what UDL means and received ideas on how to implement it in the content my team develops.	10/28/2021 3:02 PM
8	Some much about the ASL interpreter profession and how as a training professional we can utilize and support them.	10/28/2021 3:02 PM
9	Great practical tips! I'm reconsidering how I can design for more flexibility and options in the learner experience	10/28/2021 2:59 PM
10	Being deaf does not mean just one thing, tips for communicating using an interpreter	10/28/2021 2:59 PM
11	We should be eliminating barriers prior to hiring diverse individuals, but also working with them to know exactly what they need in their accommodations.	10/28/2021 2:59 PM
12	Importance of seating in the training room and scaffolded practice opportunities.	10/28/2021 2:57 PM
13	The font was a good tip and general awareness in this area.	10/28/2021 2:56 PM
14	OpenDyslexic font, Instructional design principles	10/28/2021 2:56 PM
15	I was not aware of all 5 types of learning diversity that may be experienced by learners/participants. It has given me more ideas for how to adapt and create more accessible trainings in the future.	10/28/2021 2:29 PM
16	Accessibility should be a given i in n the design process. We need to plan in accessibility as if a huge chunk of our learners will need some form of accommodation.	10/28/2021 2:27 PM
17	Spelling out the requirements for 508 was very helpful and the resources offered for closed captioning (YouTube) was very helpful too.	10/28/2021 1:35 PM
18	How different folks feel about the industry standards of their preferred software.	10/28/2021 1:34 PM
19	Keep course status and instructions accessible to people with disabilities, for goodness sake!	10/28/2021 1:34 PM
20	The best presentation so far!	10/28/2021 1:33 PM
21	To add alt text	10/28/2021 1:33 PM
22	Industry standards and ways to set an interpreter up for success.	10/28/2021 1:31 PM
23	Now I understand how to use YouTube for Closed Captioning.	10/28/2021 1:28 PM
24	There was so much I can apply to my daily work, I can't pick one or two things!	10/28/2021 12:27 PM
25	Focus Order is so much more important than I knew for Accessibility. Grouping is an important consideration as well.	10/28/2021 12:09 PM
26	Hard to say - too many tech problems	10/28/2021 12:09 PM

ATDOK21 Accessibility By Design Integrating Accessibility Principles Into Your Talent Development Strategies - October 28, 2021

27	Transcripts and captions serve two different functions - they are not interchangeable	10/28/2021 12:07 PM
28	EXCELLENT content! Loved the succinct matrix of environments & access needs. Too bad the technical issues distracted	10/28/2021 12:06 PM
29	The importance of acknowledging different needs for our learners and adjusting accordingly. Also, helpful resources with reviewing your lesson against accessibility needs.	10/28/2021 12:04 PM
30	Great PPT resource	10/28/2021 12:04 PM
31	The four access needs	10/28/2021 12:03 PM
32	The learning environment and access matrix...great resource!	10/28/2021 12:03 PM
33	Focus Order is so important!	10/28/2021 12:00 PM
34	The large number of white collar workforce that fits the definition of having a disability. Accessibility meets the needs of everyone. Beware of the limitations of accessibility checkers.	10/28/2021 11:59 AM
35	Things to be aware of when building courses in articulate.	10/28/2021 11:40 AM
36	His story	10/28/2021 11:39 AM
37	More resources to continue to learn and to check the accessibility of my materials. Read everything on your PPT slides and describe what you're doing in the moment.	10/28/2021 11:21 AM
38	Accessibility checkers and even though a disability isn't reported doesn't mean that someone doesn't have one that we need to be accommodating.	10/28/2021 10:43 AM
39	The speaker made accessibility resources easily accessible. I am having a conversation with branding!	10/28/2021 10:37 AM
40	The importance of using alt text and previewing your lessons through screen readers to assess your lesson's accessibility	10/28/2021 10:34 AM
41	All of the Accessibility trackers and dhs.gov/trusted-tester	10/28/2021 10:33 AM
42	Labels can be limiting to folks who experience being labeled. It is important to recognize the agency and strengths that everyone brings. Making training and spaces accessible means limiting the amount of assistance or interference an attendee needs to fully participate.	10/28/2021 10:01 AM
43	Don't assume to know what a person's needs are, ask.	10/28/2021 9:13 AM
44	Accessibility should be a collaborative effort	10/28/2021 9:07 AM
45	A lack of accessibility reduces productivity and can keep us from have the best talent on our team. If you are trying to address accessibility for a new team member, be sure to ask that person what would be most helpful.	10/28/2021 9:06 AM
46	I really liked the part about the 3 pieces that come together to produce hope: a goal, a pathway, and belief that you could get there. I will also remember his stories, such as going to that building to fill out employment paperwork and finding it inaccessible.	10/28/2021 9:05 AM
47	Involve and solicit feedback from employees with disabilities to ensure training programs are accessible for all.	10/28/2021 9:05 AM
48	Being more cognizant of training needs and accessibility for people with disabilities.	10/28/2021 9:04 AM
49	Viewing accessibility as supporting our valuable talent assets	10/28/2021 9:04 AM
50	ADA is not enough. Accessibility increases the talent pool and is worth doing.	10/28/2021 9:04 AM
51	Remove barriers that prevent your talent from being their best selves and doing their best work. The majority needs to make some noise about accessibility, too.	10/28/2021 9:03 AM
52	The 3 tenets of hope	10/28/2021 9:02 AM
53	We can do simple things to help empower our teams	10/28/2021 9:01 AM

Q5 Do You Have Any Questions, Comments, Or Concerns? (If You Would Like For Us To Respond Directly, Please Include Your Preferred Contact Information.)

Answered: 24 Skipped: 30

#	RESPONSES	DATE
1	No this was great	11/1/2021 10:09 PM
2	No. I loved his enthusiasm and happy delivery style.	11/1/2021 8:58 PM
3	No.	10/29/2021 10:44 AM
4	Gwen's program had a good flow with plenty of interaction and questions. She is an engaging presenter. Slides were simple and helpful.	10/28/2021 4:27 PM
5	First part very good. Her unfortunate technology issues (Videos not playing correctly... Possibly a bandwidth issue)was a distraction which made it hard to re-focus. It would be best if she had a second device open so she would know when slides weren't in presentation mode.	10/28/2021 4:23 PM
6	Was a bit distracting when the technology issues started happening and I found myself starting to disengaging in the information that was being presented.	10/28/2021 3:03 PM
7	No	10/28/2021 2:56 PM
8	This was great! I learned a lot.	10/28/2021 2:27 PM
9	Are there any other resources that we can use to review our courses for accessibility? Are there any agencies that offer this service that you would recommend? Jlynchsilva@uco.edu	10/28/2021 1:35 PM
10	No thank you	10/28/2021 1:31 PM
11	None, thank you.	10/28/2021 1:28 PM
12	Thank you, this was a great session.	10/28/2021 12:27 PM
13	No	10/28/2021 12:09 PM
14	No	10/28/2021 12:07 PM
15	None.	10/28/2021 12:04 PM
16	No	10/28/2021 11:40 AM
17	None	10/28/2021 11:39 AM
18	Kevin was engaging, informative and enjoyable.	10/28/2021 10:37 AM
19	I would like to understand her complete process of building her accessible lessons in Articulate storyline. I am very new to this idea and would appreciate the guidance. jlynchsilva@uco.edu	10/28/2021 10:34 AM
20	This session was enlightening for me, thank you.	10/28/2021 10:33 AM
21	Really appreciated his firsthand experience and suggestions	10/28/2021 9:07 AM
22	Great session! I loved the "sharing" format - very personal and intimate discussion.	10/28/2021 9:05 AM
23	No	10/28/2021 9:04 AM
24	N/a	10/28/2021 9:03 AM