

At the **TABLE COLORADO**

YOUR VOICE MATTERS



Photos: At the Table Conversations, Patricia Carmody

Biennial Report 2019 & 2020

Presented by the University of Colorado Denver Student Team:
Heather Ayn Indelicato, Laura Rapp, Kiana Smith, Brad Torch, and Madilyn Tyner

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Executive Summary

At the Table Colorado (ATTC) is a non-profit grassroots organization that brings citizens together to identify and discuss important issues in their communities. ATTC engages community members through table events, which host judgment-free and inclusive conversations aimed at building connectivity, diverse perspectives, and impactful change. Conversations are open to “everyone and anyone.” The organization partners with many local organizations, such as Mile High United Way, the Department of Education, and county libraries to engage Denverites and engage in various volunteer opportunities, such as creating face masks or assisting at food banks. The organization is overseen by the Executive Director, Patricia Carmody, who has requested a program evaluation from students at the University of Colorado Denver.

The purpose of this evaluation is to provide a report to communicate progress measures, program success, and potential growth opportunities. We have framed our research question as:

“How can At the Table Colorado sustain effectiveness, diversity, and connectivity?”

In this evaluation, we explored participants’ feedback and demographics to analyze engagement success and levels of diversity. This biennial report evaluates ATTC’s activities in both 2019 and 2020, primarily by analysis of surveys completed by participants at eleven ATTC table events. For analysis, our team employed descriptive statistics using Excel.

Our findings indicated that the overwhelming majority of participants experienced satisfaction and were inspired and empowered to impart changes in their community. Demographics conveyed a primarily homogenous racial and gender make-up, as a majority of participants identified as White and female. Connectivity indicators showed that participants were interested in continuing their conversations and interested in taking action in their community, although many respondents reported that their group did not schedule follow up, future meetings, or opportunities to engage and serve the community. Limitations include the sample size, which was restricted due to the COVID-19 pandemic. Moreover, the survey instrument was not created with the intent of gathering data for this specific evaluation.

The team has provided growth opportunities reflective of ATTC's mission. First, diversity may be expanded by connecting with local organizations that advocate for marginalized communities, such as LGBTQIA+, refugee, or homelessness groups. Additionally, inclusivity may be promoted by altering survey language, specifically, by adding more inclusive gender identities. Effectiveness may be promoted by utilization of SMART goals and ensuring that next steps are solidified at meetings. Lastly, connectivity may be expanded by increasing social media engagement, and even attending or partnering with organizations with similar goals as ATTC. While ATTC has experienced much success, there is opportunity for the organization to continue growth and impact the community.

Client Background

At the Table Colorado (ATTC) is a non-profit grassroots organization that works to bring people together to discuss issues in their local communities. Table events are held in various meeting locations, including churches, local businesses, or non-profit organizations. Events are intended to be judgment-free, where participants are encouraged to share experiences, knowledge, opinions, and resources freely. In addition to dialogue, the organization participates in philanthropic opportunities, such as assisting with local food banks, cheer cards, or creating face masks for at-risk populations. Once a table event has ended, participants are asked to provide feedback through survey responses, which are voluntary. These surveys have provided the feedback that were used during the program evaluation conducted by University of Colorado students. A detailed report of the organization's inputs, activities, outputs, outcomes, and impacts is available in the form of a Logic Model in the Appendix.

Core components of the organization evaluated include organizational impact and diversity. Given that ATTC aims to promote productive conversations that lead to meaningful change, we analyzed whether table events urged participants to take action or make plans to return to ATTC events. Turning words into community action is a critical piece to the overall mission of ATTC and will sustain their community connectivity. In addition, we also aimed to evaluate whether ATTC is reaching their goal of having a diverse set of attendees based on survey data. Given that Patricia Carmody has requested the deliverable to be in the form of a biennial report resembling their 2018 fiscal report, this was utilized by our team to ensure continuity of formatting.

Literature Review

Researchers have developed and studied several models to explain what motivates volunteerism. A well-known model, developed by Omoto and Snyder (1995), established categories of variables that differentiate volunteers from non-volunteers (Dávila, 2009). The study design breaks the volunteer process into three stages: antecedents, experiences, and consequences. Using this framework, the researchers were able to specify behavioral characteristics associated with each stage.

In the antecedents stage, researchers sought to answer the question, "What prompts an individual to volunteer?" Omoto and Snyder (2009) suggest that the answer to this question lies within a) personality traits that may prompt some individuals to become involved in helping relationships, b) personal needs and motivations that may prompt some individuals to seek out and become involved in volunteer work, and c) attributes of an individual's life circumstances that create supportive social attitudes for them to participate in volunteer work. The experiences stage involves determining whether the experience of volunteering either promotes or deters continuing involvement. In this study, two properties were used to measure experiences: satisfaction and organizational integration. The final stage of the process is the consequences stage. Although consequences may vary based on the specific work being done, Omoto and Snyder (2009) argue there are many potential consequences to volunteering. One major consequence of volunteering that is discussed is the duration that volunteers are expected to serve.

Along with the duration of service, Omoto and Snyder (2009) assessed volunteers to determine how they were affected during the antecedents and experiences stages in an attempt to predict perceived attitude change after volunteering. The study determined that 5 out of the 70 tested factors accounted for 49% of the variance in motivation to volunteer: values, understanding, personal development, community concern, and esteem enhancement. Moving forward, these traits may be beneficial in improving attendance and impact for ATTC. Maintaining a robust group of participants and volunteers is integral to the work that ATTC is contributing to communities in need and is important for future growth. It is pertinent to address this issue through evaluation to better understand how table attendees perceive events and the impact table events have on their motivation to take action. If attendees are engaged, they may be more motivated to invite others, or take actionable steps to address discussed issues. Additionally, if more participants are committed, it may promote feelings of cohesiveness that contribute to philanthropic efforts. Analyzing participant satisfaction based upon survey responses allowed our team to compile a report that may be useful in ensuring that attendees are engaged.

Group heterogeneity has been found to decrease intra-group cohesiveness, which may lead to conflicts that can lead to lower satisfaction, citizenship behaviors, and increase turnover (Roberge & Dick, 2010). As a result of broadened perspectives, diversity can increase innovation. On the other hand, diversity, at times, can ironically be harmful to marginalized groups. In fact, individuals who perceive themselves as different from the in-group may experience less trust, communication, commitment, contributions, and perceptions of inclusiveness. In implementing diversity, it is important to consider equity and inclusion. In other words, it is imperative that there is not only one person of color, one person experiencing homelessness, etc., in a room of White people. In order to feel trusting and welcomed, people must not feel like an outsider. To promote positive diversity, it is crucial that four conditions are met: equal group status, common goals, intergroup coordination, and support (Roberge & Dick, 2010). Diversity is an important matter for ATTC, as they aim to bring multiple perspectives to the table to broaden and sharpen viewpoints and resources. Of course, diversity is also important for the organization to ensure that marginalized groups experience comfortability in the group, especially given that the goal is to facilitate respectful and well-rounded conversations. Addressing the issue of diversity through evaluation presented an opportunity for our team to analyze disparities in representation, then offer tangible recommendations in order for ATTC to level the playing field and ensure a safe space for all people. Additionally, given that the organization aims to manifest conversation into actionable goals, it is pertinent to ensure there are a diverse set of attendees to allow for maximum innovation in addressing some of the community's most complicated and pressing issues, such as homelessness, living wage, addiction, or mental health.

Challenges in connecting with and retaining volunteers and participants has been exacerbated by the COVID-19 pandemic, but our evaluation has identified practical recommendations to improve connectivity at table events to maintain attendance. ATTC has provided our team with surveys completed by table attendees, which prompt participants to discuss ways in which these gatherings can be improved, communication, follow up, and topics. The impending study will seek to address issues related to retention, as well as recruitment and connectivity, as well as summarize demographics of participants, particularly race/ethnicity and

gender identity. By comparing demographics of attendees to Denver County's demographics, we may highlight a need to either increase or maintain diversity efforts. The deliverable has been provided in the format of a 2019 and 2020 biennial report, which is aimed to be used as a guide to better understand ATTC's impact and participants' satisfaction and demographics. As a result, ATTC can implement opportunities for growth.

Purpose of Evaluation

ATTC has experienced much programmatic success. The organization has given table participants a space to use their voice, learn about local resources, and has created volunteer teams to make impactful contributions in the Denver area, such as creating face masks during the COVID-19 pandemic for at-risk and economically disadvantaged groups. Like all organizations, ATTC has growth opportunities. ATTC's leader, Patricia Carmody, has expressed motivation in growing the organization, namely, by growing attendance, diversity, and the impact table events have on participants. As a result of the COVID-19 pandemic, attendance rates were negatively affected. However, improvements in the pandemic have offered a window of opportunity for ATTC to engage current and potential volunteers and participants. Additionally, ATTC values diversity. The organization suggests that diverse attendees allow for an enriched conversation and a broadening of perspectives. However, the organization is currently experiencing disproportionate attendance of females and White people. Of those participating in 2019 and 2020, 34 were female and 40 were White, respectively. As a result, we have identified our research question as: how can At the Table Colorado sustain effectiveness, diversity, and connectivity? This biennial report of 2019 and 2020 may communicate programmatic successes and growth opportunities to stakeholders and participants.

Target Population

ATTC is run by Patricia Carmody, an Advisory Board, and a team of volunteers. Their program targets individuals living in the Denver area who are interested in dialogue regarding current issues. ATTC presents low barriers to participation and encourages diversity. The organization aims to engage "everyone and anyone," including "neighborhood associations, senior citizens, libraries, businesses, students, civic groups, schools, refugees, young professionals, [and] the homeless population" (At The Table Colorado, n.d.). Table events are held in a variety of settings, such as houses of worship, and facilities of nonprofit organizations and local businesses. As a result, many participants come from these entities. Based upon surveys administered in 2019 and 2020, participants were mainly female (n=34). Additionally, the majority of participants identified as White (n=40).

Participants benefit from ATTC by diversifying their views, expanding knowledge, learning of local resources, and by being given a platform to raise their voices. Table events provide opportunities for participants to network, think critically, and even propose calls to action. ATTC encourages diversity, so attendees are able to challenge their own beliefs in a safe space. While attendees benefit from ATTC presently, they also have much to gain from the program evaluation. As a result of the study, attendees may benefit from recommendations provided by the University of Colorado Denver student team, specifically, promoting calls to action and increasing follow up

post-conversation. Additionally, we hope that our evaluation will provide Patricia Carmody, the Advisory Board, and team of volunteers more insight into the interests of participants to improve engagement. Given the limitations of the provided survey instrument, our ability to measure impact is limited. Thus, we aim to focus on providing Patricia Carmody, the board, and the volunteers an improved understanding of who is most impacted by ATTC. Results could be used to improve diversity efforts. Also, ATTC has participated in community projects, including creating face masks and cheer cards for local older adults, raising money for those affected by fires, and assisting food banks. These organizations may also benefit from ATTC, and may be further benefited by the program evaluation, as the study may increase the amount and diversity of participants.

Stakeholders

While there are no stakeholders directly involved in the evaluation process, ATTC has stakeholders that are likely to be affected by the evaluation outputs. ATTC partners with local organizations, including Mental Health Center of Denver, Healthy Food Healthy Mind, Innovators Society, Mesa County Libraries, United Way, Dahlia Campus, and R&B's Mo' Betta Green Marketplace to host table events and also provide volunteer opportunities to table attendees. The surveys to be analyzed in our evaluation were administered at table events with some of these organizations. Table participants will be able to have their recommendations and feedback analyzed and organized in a meaningful way. Thus, their feedback will allow for growth opportunities for ATTC to better engage these organizations and tailor conversation topics and activities to fit their interests. Additionally, the evaluation may be implemented to diversify table participants, which would benefit organizations that have partnered with ATTC for philanthropic opportunities by growing and diversifying the volunteer and participant pool.

Goals and Objectives of Program Evaluation

ATTC aims to promote participant diversity and make meaningful impacts in the community. Currently, ATTC provides resources such as face masks, cheer cards, assistance to local food banks, and volunteer opportunities through partnerships. Given the limitations of the data, our team was unable to measure the impact of these specific community actions. However, we aimed to explore the organization's communal impact by analyzing whether attendees were motivated to schedule follow up meetings (question 7) or motivated to take specific action in the community (question 5 and 6). Our evaluation has explored the effectiveness of the program in reaching these goals and created a deliverable in the form of a biennial report, in which we identify growth opportunities indicated by survey responses of attendees.

Given the limited ability to measure programmatic impact with the provided survey instrument, our evaluation focuses on who is most impacted by table events. The organization aims to promote diversity amongst participants, so we have analyzed attendee demographics, including age, race/ethnicity, and gender identity. Additionally, given our research question of "how can ATTC sustain effectiveness, diversity, and connectivity" and suggestions from attendees, we have analyzed survey responses to make recommendations for enhanced engagement.

Considering these objectives, our first measurable goal was to compile statistics on participant demographics, namely, questions 14, 15, 16, and 17 of the survey. Given ATTC's goal of including "anyone and everyone," analysis of these questions may provide the organization with an idea of how diverse their participants are in regard to race, gender identity, ethnicity, and age. Based upon these results and our team's recommendations, ATTC may take action to either maintain or increase diversity. Our team has utilized a control, Denver's demographics from the 2020 census, to compare ATTC's representation with the general population. Before conducting analyses, our strategy began with inputting survey data into Excel spreadsheets. After, we will be able to easily calculate participants' demographic responses.

Our next goal was to evaluate the impact of the organization using participant feedback on table events using the survey. Our ability to measure impact was somewhat limited due to the survey instrument, however we used questions 5, 6, 7, 10, 20, and 21, which ask participants specifically how table events could be improved, whether they were motivated to take action, and if they initiated plans to attend in the future. Additionally, question 20 offers an opportunity to better engage attendees, as it asks the participant what they perceive to be the most pressing issue in their community. Analysis of these questions may provide tangible feedback for ATTC in regard to engaging and maintaining current attendees, and recruiting potential attendees. These strategies will allow for ATTC to understand the demographic makeup of attendees and also determine if changes are needed to better engage specific groups.

In addition to analyzing survey feedback and organizing results into a report, our strategy also included making relevant recommendations that complement ATTC's goals and correlate to our program evaluation findings. We anticipated offering recommendations for future research, especially regarding attendee surveys and consideration of an instrument that further promotes inclusivity, limits redundancy, and encapsulates respondents' values and time availability.

Research Question

ATTC has indicated a need for a 2019 and 2020 biennial report. The organization has expressed a desire to expand membership, community impact, and diversity. ATTC aims to specifically grow attendance in order to take action on issues discussed at events. The report may support ATTC in reaching these goals by showcasing accomplishments and identifying growth opportunities. Thus, we have framed our research question as: *how can At the Table Colorado sustain effectiveness, diversity, and connectivity?*

Research Design

Because ATTC aims to expand diversity and engagement and is seeking a biennial report, we chose to evaluate program aspects related to diversity and participant satisfaction of ATTC in 2019 and 2020. During this period, surveys were administered to attendees, which consisted of 35 items. We chose to analyze survey data because of limited access to other indicators of program success. Also, the surveys inquire about table conversations, motivations to participate, and future actions. Additionally, the survey includes demographic questions such as gender, age, race, and education.

After entering the data from the surveys, we began our analysis. Given our research question, we analyzed the effectiveness of the program by running descriptive statistics of survey questions regarding satisfaction and effectiveness of the program. Looking at diversity, we used demographics data to determine whether ATTC should continue emphasizing current diversity efforts when attracting participants. Addressing connectivity included analysis of data from questions regarding continued participation and satisfaction. This analysis provided us with frequency distribution, central tendencies, and variabilities of the data. The data collected through the surveys came from a small sample size and is limited to the questions that were determined well prior to our study. Based on the data that was collected, a descriptive research design was the most appropriate method for providing our client with an informative narrative and making suggestions for future success. The goal of our study is to provide ATTC with data-driven recommendations to sustain and further grow the organization. Even with limitations, we expect that our recommendations will be beneficial to ATTC. While we anticipate the data will be useful in answering our research question and for offering recommendations, there are limitations. The surveys were constructed without a particular study in mind, which omits potential data that could have been obtained if this were a long-term study. With that in mind, we recommend additional questions for future surveys solicited by ATTC. Second, only participants who attended table meetings were surveyed regarding the program. In determining what type of characteristics motivate people to volunteer and/or participate in programs, it would be beneficial to survey people who are not involved to ascertain what deters them from volunteering and/or participating. Lastly, the sample size is extremely small, limiting the type of analysis that can be performed with the data and threatens the validity of our conclusions. There are, however, strengths to the design. Our methodology for analyzing demographics may be easily compared to a control group, Denver's census, to understand the success of diversity efforts. Additionally, survey participants were informed that the survey would be confidential, so we assume they were open in their responses.

Sample

Our data was provided through ATTC, who conducted surveys at their table events. Thus, the sample of our team's analysis is procured by table event attendees. Table events are held in a variety of settings, such as houses of worship or facilities of nonprofit or local businesses. As a result, many participants are connected to these groups and communities, whereby the sample may be limited in providing a diverse demographic. ATTC utilized the same survey at each event, aside from their table event with Mental Health Center of Denver. To maintain validity and reliability, we have omitted these surveys from our sample. From our combined sample group of 2019 and 2020 attendees, participants were mainly female (n=34) with a majority of attendees identifying as White (n= 40). ATTC surveyed this particular population because they were in attendance at a table event, given the organization was seeking to understand how impactful these events are to participants. ATTC did not specify any specific inclusion or exclusion criteria. Rather, survey participation was offered to any attendee of a table event. It is important to consider that surveys were voluntary, and participants were aware of their right to stop participation at any point. Given that surveys were administered at the end of the table event,

attendees who had to leave early were unable to participate. Additionally, those who completed the instrument were aware that the surveys were confidential.

Data Collection

Data for our evaluation is secondary, collected by ATTC at table events in 2019 and 2020. The data utilized in our evaluation was provided by ATTC's Executive Director, Patricia Carmody, who shared digital copies of surveys on Dropbox. Access to the data was first provided to the student team's point of contact, then shared with the entirety of the group. The data was then downloaded and converted into Excel spreadsheets for analysis. Data input was completed, then cross-checked for errors by two team members. In addition to Dropbox, data will be stored on Canvas. The confidentiality of survey responses remains intact, as the digital files that our team received from ATTC contained no attendee personal identifying information.

Our data includes surveys from eleven meetings in 2019. Of the eleven table events held in 2019, two meetings had zero attendees, thus, no surveys were collected. Of the remaining nine table events, we have found that the Mental Health Center of Denver table employed different surveys than those utilized in other meetings. We have chosen to omit these surveys from our sample to maintain validity and reliability. As a result, our 2019 sample is 44 surveys that represent females (n=29), males (n=13), and people who chose to not disclose their gender identity (n=2). Racially, participants were White (n=35), American Indian (n=1), Asian (n=2), Black or African American (n=1), three (n=3) non-disclosed, and two mixed race (n=2). Most were not Hispanic/Latino (n=38), five indicated they were Hispanic/Latino (n=5), and one (n=1) did not disclose. In 2020, ATTC hosted two table events before the COVID-19 pandemic. However, one meeting had zero attendees. Thus, our sample is 6 surveys, which were completed by 5 people who identify as White (n=5) and one person who did not disclose their race (n=1). The sample was primarily female (n=5) and one person who did not disclose their gender identity (n=1). Of these, five (n=5) indicated they were not Hispanic or Latino. Given that our 2020 sample has not reached saturation, we have chosen to combine the 2019 and 2020 data.

To answer our research question, we have defined effectiveness, diversity, and connectivity. Effectiveness will be defined as participants' satisfaction with the table event they attended, and if the table event inspired them to take action. Question 4 asks participants to rate their level of agreement with 10 statements about their level of satisfaction with the table event. Each statement is rated on a Likert scale. Some examples of the statements include: "I felt like we had meaningful discussion during my table conversation," "I felt what I learned is useful for future conversations," and "I felt inspired and empowered following my table conversation." Questions 5 and 6 evaluate participants' willingness to take action in their community. Question 5 asks, "did your table conversation directly inspire you to participate in any of the following activities for the first time?" Examples of choices include attending or hosting a community meeting, volunteering for a political campaign, donating to charity, etc. Participants were also given the option of "I already engage in all of the above listed activities" and "my table conversation did not inspire me to engage in any new activities." Question 6 asks, "did your group discuss actions that could be taken to address the issue discussed during the table conversation? If yes, they were prompted to describe actions.

Diversity will be defined as varying race, gender, and age of participants who are affected by issues in the community. Question 14 asks gender identity, and participants were given the following options: female, male, other (please specify), and prefer not to say. Question 15 asks for participants' race, and participants were encouraged to select all that apply, including: American Indian/Alaska Native, Asian, Black/African American, Native Hawaiian/Pacific Islander, and White. Question 16 prompted participants to indicate if they were Hispanic or Latino. Finally, Question 17 asked their age.

Connectivity will be defined by participants' follow up and plans to continue their conversation about community issues. Question 8 asks, "what would you like to see happen next concerning your table conversation?" The options included: continue the conversation with the same participants, continue the conversation with new participants, connect with other groups who discussed a similar topic, take action discussed during my table conversation, nothing; there is nothing else we can do, and nothing; I am not interested in the topic. Question 9 asks, "how often would you like to communicate with other participants from your table conversation?" The options are yearly, once every few months, monthly, weekly, or I am not interested in continuing to communicate with participants from my table conversation. Question 10 asks, "what will keep you engaged in future conversation?" The options are updates from ATTC, connecting with other groups that discussed a similar topic, learning about other table conversations that took place on different topics, educational/information opportunities, progress/action, and other. Given that many of the questions utilize a Likert scale, we are confident in the validity and reliability of the measures. Additionally, the survey utilizes multiple choice and select all that apply response options, which allows for reliability. We plan to utilize descriptive analyses, which also allow us to maintain validity and reliability in evaluating the data.

Analysis

Methodology

To evaluate the effectiveness of ATTC, we analyzed survey questions relating to the participant's satisfaction with the table conversation, and whether the participants were inspired to take action in their community following their conversation. Question 4 included a Likert scale, in which respondents indicated their satisfaction of their table conversation, on a scale of 1 through 7, from strongly disagree to strongly agree. The ordinal variable was coded as 1-3 equals disagree, 4 equals neutral, and 5-7 equals agree. We calculated the percentage of respondents who disagree, who are neutral, and who agree with the statements. The next question used to evaluate effectiveness was question 5, a multiple response question that prompted respondents to select all that apply. The question asked about any activities the conversation inspired them to pursue. Because it was a multiple response question, we analyzed the frequency of each possible response. The frequency was calculated as a percentage of how many times an activity was selected. Question 6 asked participants if they discussed taking action, with yes and no as response options. We calculated the mean number of respondents who selected yes.

To evaluate diversity, we calculated the number of responses to the demographic questions about gender (question 14), race and ethnicity (questions 15 and 16), and age (question 17). We calculated the number of respondents who identified as female and male from question

14. We then calculated the number of respondents who identified as American Indian or Alaska Native, Asian, Black/African American, Native Hawaiian/Pacific Islander, and White. Question 16 asked if participants identified as Hispanic or Latino. We then calculated the number of yes and no responses. Based on question 17, we calculated the mean age of the survey respondents.

To evaluate connectivity, we analyzed the questions regarding communication with other participants and continuing their conversations. Question 8 is a multiple response question asking the respondent to select what they would like to see happen concerning the table conversation they participated in. We analyzed the frequency of each possible response, and we calculated the percentage of each to determine the most frequent response selected. Question 9 asked how often they would like to communicate with other participants. The ordinal variable was ranked as yearly, once every few months, monthly, weekly, or not being interested in continued communication with other participants. We calculated the percentages of respondents who selected each option. Question 10 asks what will keep respondents engaged in future conversations. This question was also a multiple response question where respondents were prompted to select all that apply. The most frequent responses were calculated to determine what would be useful for keeping participants engaged in future conversations with ATTC.

Findings

Effectiveness

Question 4 of the survey instrument prompted participants to identify their level of agreement with ten statements regarding their satisfaction with their table event. 90% of participants indicated they “felt inspired and empowered following my table conversation.” Additionally, 80% reported they “left the conversation feeling like I could make a difference in my community.” In response to the statement “I feel what I learned was useful for future action,” 90% agreed.

Question 5 asked “did your table conversation inspire you to participate in any of the following activities for the first time?” Responses are listed below:

- ◉16.9% *Attend a neighborhood/community/regional event*
- ◉5.6% *Attend a parade, rally, or march*
- ◉13.5% *Attend, host, or watch community meetings*
- ◉12.4% *Volunteer for a community organization or school*
- ◉1.1% *Volunteer for a political campaign*
- ◉7.9% *Donate to a charity or community organization*
- ◉15.7% *I already engaged in all of the above listed activities prior*
- ◉7.9% *My conversation didn't inspire me to engage in new activities*

Question 6 asked participants if their groups discussed actions that could be taken to address the issue discussed during the table conversation. 32% of respondents selected no, 56% of respondents selected yes, and 12% did not respond.

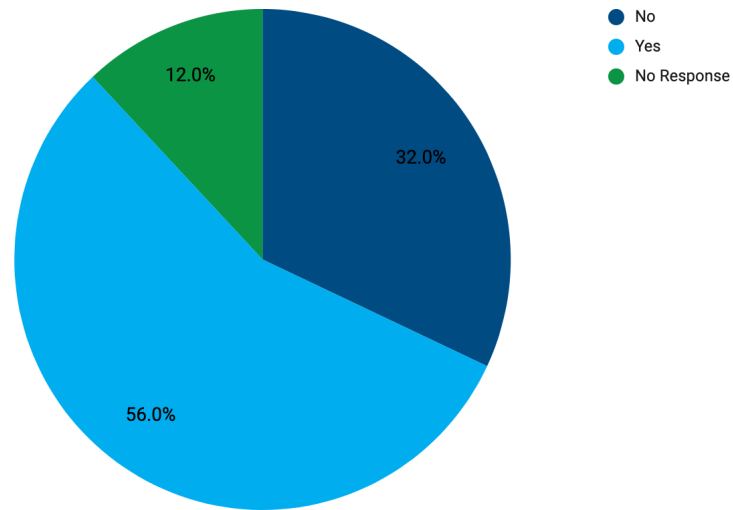


Figure 1: Group discussed actions to be taken

Diversity

Diversity was defined as varying race, gender, and age of participants. Question 14 asks gender identity, and participants were given the following options: female, male, other (please specify), and prefer not to say. Of the 50 respondents, 34 identified as female, 13 identified as male, and one person chose other (please specify). Two did not respond.

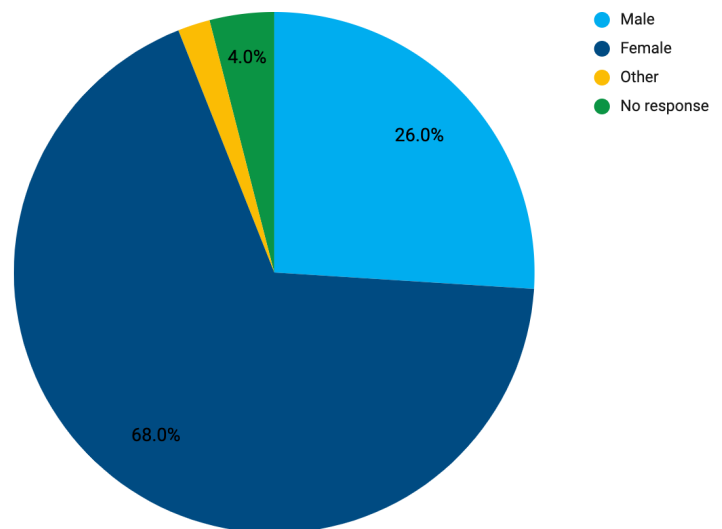


Figure 2: Gender

Question 15 asked participants' race through selecting all that apply, including: American Indian/Alaska Native, Asian, Black/African American, Native Hawaiian/Pacific Islander, and White. Of the 50 respondents, 1 identified as American Indian/Alaska Native, 2 identified as Asian, 1 identified as Black/African American, 0 identified as Native Hawaiian/Pacific Islander, 40 identified as White. Four did not respond and two identified as mixed race.

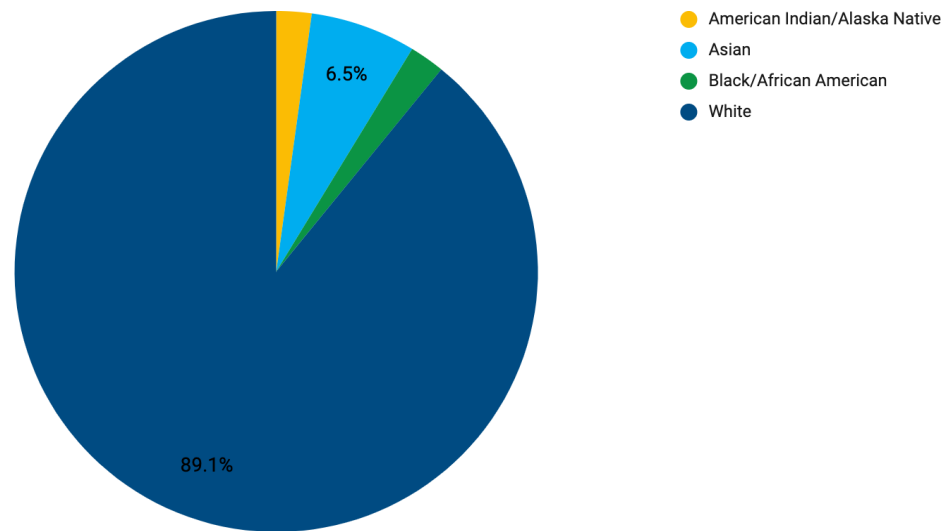


Figure 3: Race

Question 16 prompted participants to indicate if they were Hispanic or Latino. Of the 50 respondents, 43 chose no, 5 chose yes, and 2 did not respond. Finally, Question 17 asked participants' age. The average age of respondents was 42 in 2019 and 64 in 2020.

Connectivity

Question 8 asked "what would you like to see happen concerning your table conversation?" Response are listed below:

- 35% *I would like to continue the conversation with the same participants*
- 31% *I would like to continue the conversation with new participants*
- 17% *I would like to connect with other groups who discussed a similar topic*
- 17% *I would like to take action as discussed during my table conversation*
- 2% *I prefer to do nothing, there is nothing else I can do*
- 1% *No response*

Question 9 asked participants how often they would like to communicate with participants from their table conversation. 0% selected yearly, 24% selected once every few months, 60% selected monthly, 10% selected weekly, 0% selected I am not interested in continuing to communicate, and 6% did not respond.

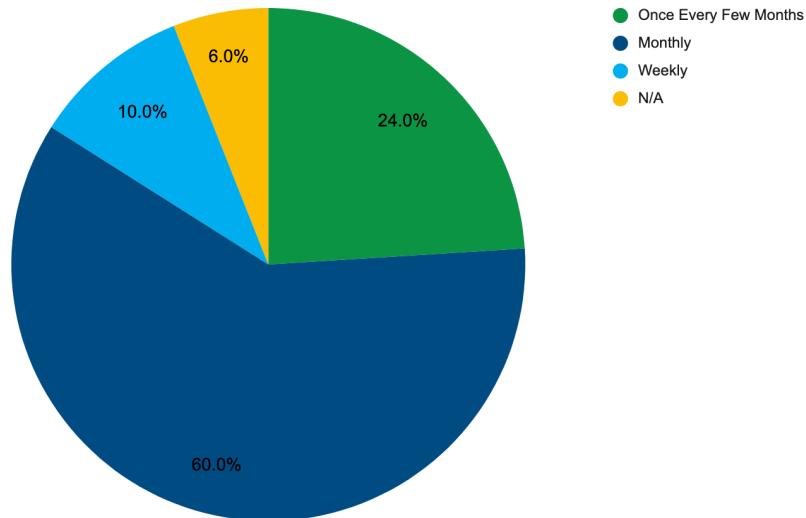


Figure 4: Frequency of Communication with Other Participants

Question 10 asked participants “what will keep you engaged in future conversation?” The results include updates from ATTC (14.3%), connecting with other groups that discussed a similar topic (28.6%), learning about other table conversations that took place on different topics (13.3%), educational/information opportunities (26.7%), progress/action (15.2%), and other (1.9%).

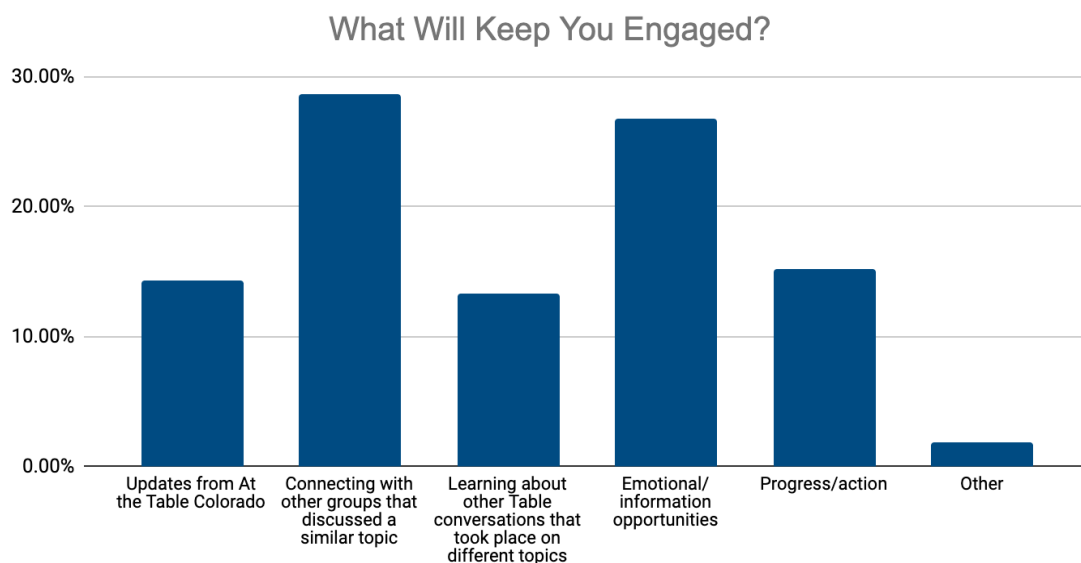


Figure 5: What will keep you engaged

Limitations

The researchers in this study were able to gain valuable insights regarding the effectiveness of ATTC's program, their ability to make connections with volunteers, and the level of diversity within the organization's participants. While these insights are helpful in interpreting the needs of ATTC and how they may improve the program, there are some limitations. First, the surveys that were distributed to attendees were created prior to our involvement in the analysis and without a particular study in mind. Because of this, we were unable to design the survey to include questions that may have provided more detailed information, including additional variables that would have resulted in an in-depth analysis. Second, the sample size of the study was small, limiting the design of the study, the type of analyses that could be performed, and threatening the validity of our conclusions. Lastly, in gaining an understanding of volunteerism and what motivates volunteers to initiate and continue engaging, it would be helpful to survey non-volunteers as part of a future study. Having this information would help determine what practices ATTC could use to both attract and retain attendees. Despite these limitations, an appropriate analysis was performed with the information available, and results and conclusions were drawn. Future studies conducted for ATTC would benefit from a survey with more targeted questions regarding volunteerism, a larger sample size, and information from non-volunteers on what motivates them to engage. Having this additional information in the future would result in a more robust and detailed study, an opportunity for increased validity, and more concise conclusions. Our data analysis of the surveys collected from ATTC's table events will provide a historical context of attendees' perception and satisfaction. Our team offers a formative evaluation that shares implications brought to light from 2019 and 2020 table events as an opportunity to reignite and pursue ATTC's mission and value in the community.

Recommendations

Effectiveness

Most participants expressed that their table conversation inspired them to take action, but less indicated that they made concrete plans to address the discussed issue. Given ATTC's mission to make positive, impactful change in the community, we recommend using SMART goals at the end of each conversation to create specific, measurable, attainable, realistic, and timely objectives. Additionally, goal setting should also be collaborative to motivate all attendees. Goals may be group wide, or individual. We suggest that individual members create specific goals to implement in their own workplaces, social circles, and families. We also suggest that groups formulate objectives as a team to build cohesiveness. Examples of group goals may be hosting a philanthropic event on a regular basis, engaging new stakeholders, or increasing group diversity. This component may become a regular agenda item. Once participants leave the event, they are emailed notes regarding the established goals. In addition to making plans to meet for future conversations, facilitators should prioritize scheduling philanthropic opportunities and events into the conversation agenda. After planning these, they should be shared with other members of the table, and online. We also predict that increased volunteer opportunities will also increase connectivity, as table attendees will likely bring peers, friends, and family to events.

Volunteers are critical to sustain the work efforts of ATTC, through topical discussion planning, organizing table events, and identifying the needs of the community. ATTC currently provides volunteers with toolkits that include conversation guides custom to group types and administrative materials such as sign-in sheets, invitations, and posters. We suggest that toolkits are expanded to include local resources, a template for SMART goals, and instructions in formulating next steps.

Diversity

Participation at table events is necessary to invoke ongoing community engagement, identify issues, discover resources, and broaden perspectives. Building upon analytical themes and participant suggestions, we ascertain that attendance has the potential to not only increase, but also diversify. We recommend referencing the Colorado Department of Local Affairs' (2022) demographic statistics on Denver County as a guideline for building diversity: **Hispanic: 22%, White: 68.6%, African American 4.7%, Asian/Pacific Islander: 3.9%, American Indian: <1%.**

Using these statistics, ATTC may expand topics for table events to better engage underrepresented groups. Example discussions could include: retirees providing advice to younger adults on saving for retirement, experienced parents sharing with middle aged workers how to balance one's work and home life, or partnering aging adults with people whose parents are facing similar challenges. Other ideas include engaging refugee advocacy groups and gathering these communities to share advice and resources. We would encourage ATTC to examine the State Demography Office statistics on other counties in the Front Range area to gain understanding of the components of each location's characteristics to glean data to uncover relevant meeting topics. Connecting topical conversations to demographics has the potential to gain membership, awareness, and assess a community's appetite for project based efforts.

We also recommend diversifying participation in other ways to ensure people of all socioeconomic statuses, sexual orientations, or gender identities feel welcome to attend. Given limitations of the survey instrument, it is unclear whether ATTC currently has such representation. In the future, we recommend engaging LGBTQIA+ advocacy groups for volunteer opportunities to ensure representation. To diversify socioeconomic classes, we recommend reaching out to homelessness services. In doing so, it is pertinent to not only prioritize diversity, but also inclusion.

Connectivity

Through our research, we have discovered that other organizations in the area also seek to take action in the community and give citizens a platform to share their voices. These organizations may serve as a reference for ATTC to improve participant connectivity, such as colleges, local government community conversation groups, and several libraries. While ATTC provides a unique participant experience in the form of small group conversation and defined table discussion points, we believe that expanding the topic range and connectivity access points have the potential to ignite new membership, expand diversity, and collect new interests in an effort to sustain community efforts. To assist both volunteers and participants, we encourage ATTC's Advisory Board to consider attending these events to gain insight on meeting planning, management of socialization, and to network with attendees.

In regards to ATTC's online presence, we recommend more interactive social media. Social media platforms generate a follower connection and opportunity to share experiences, news, and engagement. Thus, it is recommended to consider strengthening the online presence by posting photos, engaging followers with interactive posts, sharing volunteer opportunities, creating linkage to social media platforms, organizing content into a viewer friendly experience, and to incorporate table event registration. If ATTC is able to collect email addresses of participants, consideration should be given to create distribution lists for those that do not use social media.

Survey Enhancement

As we examined the provided surveys, there were a few key items that may offer enhancements: pre-populating the data and topic, limiting redundancy, electronic data collection, and shortening survey length. To promote inclusivity, we suggest asking pronouns and including additional gender identifications, while still offering the participants' right to not disclose. A breakout of survey recommendations is included in the Appendix.

Conclusion

Per our client's request, our research team analyzed surveys administered to ATTC participants in 2019 and 2020 to complete a program report. Survey responses completed after attending table events measured program effectiveness, diversity, and participant connectivity. Upon analysis, findings indicated that the overwhelming majority of participants experienced satisfaction and were inspired and empowered to impart changes and make a difference in their community. Diversity information conveyed a primarily homogenous racial make-up. Connectivity indicators showed that participants were interested in continuing their conversations and interested in taking action in their community. Limitations include the sample size, which was restricted due to the COVID-19 pandemic. Moreover, the survey instrument was not created with the intent of gathering data for this specific evaluation. The team has provided several recommendations reflective of ATTC's mission, including use of SMART goals to initiate community involvement, increasing diversity by connecting with organizations that advocate for marginalized groups, and increasing social media engagement. While ATTC has experienced much success, there is opportunity for the organization to continue growth and impact the community.

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Appendix A: Survey

Below is ATTC's current survey, with suggestions being provided according to the Gooden and Berry-James (2018) text, *Why Research Methods Matter*. A good survey ensures that collected data has the ability to produce meaningful measurements, collects demographic information, uses an appropriate rating scale, and asks one question at a time in plain language (Gooden & Berry-James 2018). Survey questions should be organized in both topical order and in a layout that appeals to the participants' willingness to complete the entire process. Meaning, the survey begins with simple questions, then progresses in complexity (Gooden & Berry-James, 2018).

Introduction

The survey introduction possesses key elements necessary for the participant to make an informed choice regarding involvement, including a title, purpose, confidentiality, voluntary involvement, contact information, and a note of gratitude. To maintain consistency for future analysis, ATTC should use the same survey for every table event.



Thank you for participating in an At the Table Colorado conversation!

We appreciate your time and interest in responding to this survey. The purpose of the survey is to gain an understanding of the topics and issues discussed by participants. The results of the survey will be used to improve future At the Table Colorado events and determine participant ideas and preferences for further conversations and actions.

Your participation in this survey is voluntary and you have the right to terminate your involvement at any time. Your answers will be kept confidential, and are only reported in the aggregate. The total expected time to complete this survey is ten minutes. Please complete the survey and return it to your host today before leaving your conversation.

If you have any questions, need clarification on the meaning of the questions, or are interested in the results of this survey, please contact At the Table Colorado at: attc@atthetablecolorado.org

Meeting Information

Upon review of the surveys, there were several instances in which participants reported different primary topics. Therefore, we suggest that each table event distribute the surveys with the date and topic pre-populated, or to instruct respondents on what to report.

1. **Please provide the date that you participated in a conversation through At the Table Colorado:**

_____/_____/_____
Month Day Year

2. **Briefly list the primary topic of your table conversation:**

Event Inspiration and Satisfaction

A strength of the satisfaction level and agreement statements are utilization of a Likert scale, providing a simplified scale of measurement. However, we caution against posing redundant survey questions, as this may present mixed results during analysis. We recommend either to remove redundant questions or to reframe the question.

Examples:

- “I felt inspired and empowered following my table discussion” and “I left the conversation feeling like I could make a difference in my community.”
- “I felt comfortable sharing my thoughts during my table conversation” and “during the table conversation, I had the opportunity to share my thoughts and feelings on the topic of discussion.”

In the case that redundant questions are removed, we recommend inquiring about respondents’ values and availability. This may link ATTC and an individual's passions and time allocation, in addition to learning of more local resources.

Examples:

- How much time do you spend volunteering or engaging in your community?
- What other volunteer efforts do you participate in?
- What motivated you to attend this table discussion?

4. Please rate your level of agreement with the following statements:

I learned something new about my topic during my table conversation.	Strongly Disagree	1	2	3	4	5	6	7	Strongly Agree	N/A
I felt like we had meaningful discussion during my table conversation.	Strongly Disagree	1	2	3	4	5	6	7	Strongly Agree	N/A

I feel that what I learned was useful for future <i>conversations</i> .	Strongly Disagree	1	2	3	4	5	6	7	Strongly Agree	N/A
I feel that what I learned was useful for future <i>action</i> .	Strongly Disagree	1	2	3	4	5	6	7	Strongly Agree	N/A
During the table conversation, I had an opportunity to share my thoughts and feelings on the topic of discussion.	Strongly Disagree	1	2	3	4	5	6	7	Strongly Agree	N/A
I felt comfortable sharing my thoughts during my table conversation.	Strongly Disagree	1	2	3	4	5	6	7	Strongly Agree	N/A
I felt inspired and empowered following my table conversation.	Strongly Disagree	1	2	3	4	5	6	7	Strongly Agree	N/A
I left the conversation feeling like I could make a difference in my community.	Strongly Disagree	1	2	3	4	5	6	7	Strongly Agree	N/A
I am very likely to participate in continued conversations through At the Table Colorado.	Strongly Disagree	1	2	3	4	5	6	7	Strongly Agree	N/A
I am interested in hosting my own Table conversation in the future.	Strongly Disagree	1	2	3	4	5	6	7	Strongly Agree	N/A

Future Engagement

Survey questions should be organized by complexity and also thematically. We recommend placing questions regarding future engagement at the end of the survey. These questions should also be supplemented with a discussion regarding concrete plans to follow up or take action. Done in this manner, ATTC may receive valuable meeting insight and assist with follow up planning.

6. Did your group discuss actions that could be taken to address the issue discussed during the table conversation?

- ☐ No
☐ Yes (please describe those actions below):
-

7. Please indicate which types of follow up plans your group made (select all that apply):

- ☐ Exchanged contact information
☐ Discussed meeting again
☐ Made specific plans to meet again
☐ Made plans to communicate via text or e-mail
☐ No follow up plans were made

8. What would you like to see happen next concerning your table conversation? (select all that apply)

- ☐ Continue the conversation with the same participants
☐ Continue the conversation with new participants
☐ Connect with other groups who discussed a similar topic
☐ Take action a discussed during my Table conversation
☐ Nothing; there is nothing else we can do
☐ Nothing; I am not interested in the topic

10. What will keep you engaged in future conversation? (select all that apply)

- ☐ Updates from At the Table Colorado
☐ Connecting with other groups that discussed a similar topic
☐ Learning about other Table conversations that took place on different topics
☐ Educational/information opportunities
☐ Progress/action
☐ Other (please specify): _____

Communication and Social Media

Understanding how ATTC can communicate with participants is critical for connectivity and awareness. Social media use is a common and inexpensive way to engage, thus, we suggest adding a question prompting respondents to share which platforms they use regularly. Through analysis, ATTC will be well equipped to devote proper time into each site using targeting messaging. Additionally, personalized emails should be sent to attendees after table events regarding established action items and future meetings or events. General outreach emails should take place at least monthly, according to survey feedback. Emails should be concise, and include successes and engagement opportunities.

9. How often would you like to communicate with other participants from your table conversation? (select only ONE option)

- ☐ Yearly
- ☐ Once every few months
- ☐ Monthly
- ☐ Weekly
- ☐ I am not interested in continuing to communicate with participants from my Table conversation

11. What is your preferred method of communication for continued conversation, to get updates about At the Table Colorado, or to learn about future events? (select all that apply)

- | | |
|---------------------------------------|--|
| <input type="checkbox"/> Social media | <input type="checkbox"/> Mailed invitation |
| <input type="checkbox"/> E-mail | <input type="checkbox"/> Personal phone call |
| <input type="checkbox"/> Text message | <input type="checkbox"/> I am not interested in continued conversation |
| <input type="checkbox"/> Website | |

12. Please select any social media platforms you used to share information about your conversation with At the Table Colorado (select all that apply):

- | | |
|------------------------------------|--|
| <input type="checkbox"/> Facebook | <input type="checkbox"/> Other (please specify): |
| <input type="checkbox"/> Instagram | |
| <input type="checkbox"/> Twitter | |
| <input type="checkbox"/> Reddit | <input type="checkbox"/> I did not share any information on social media |
| <input type="checkbox"/> Nextdoor | |
| <input type="checkbox"/> LinkedIn | |

13. How did you hear about At the Table Colorado:

- ☐ Social Media
- ☐ At the Table Colorado Website
- ☐ Invited by a friend
- ☐ Invited by a colleague
- ☐ Other (please specify): _____

Demographics

Capturing the demographics of table event participants will assist ATTC in identifying and expanding organizational diversity. Given the growing understanding of gender identity, we suggest expanding question 14 to include more gender identifications, while still offering participants the right to not disclose. We also recommend asking preferred pronouns. Additionally, use the term 'Latinx,' rather than Latino/Latina. Finally, we recommend placing demographics at the beginning of the survey.

14. What is your gender identity?

- ☐ Female
- ☐ Male
- ☐ Other (please specify): _____
- ☐ Prefer not to specify

15. What is your race? (select all that apply)

- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Black or African American
- ☐ Native Hawaiian or Pacific Islander
- ☐ White

16. Are you Hispanic/Latino?

- ☐ Yes
- ☐ No

17. What is your age? _____ years

18. What is the highest level of education you have completed?

- ☐ Less than high school
- ☐ High school/GED
- ☐ Associate Degree
- ☐ Bachelor's Degree
- ☐ Graduate Degree or Higher

19. What is the zip code of your primary place of residence? _ _ _ _ _

Feedback Request

Finally, we recommend shifting the wording of the final question to "please share any feedback you have on At the Table" to allow attendees to also share positive feedback.

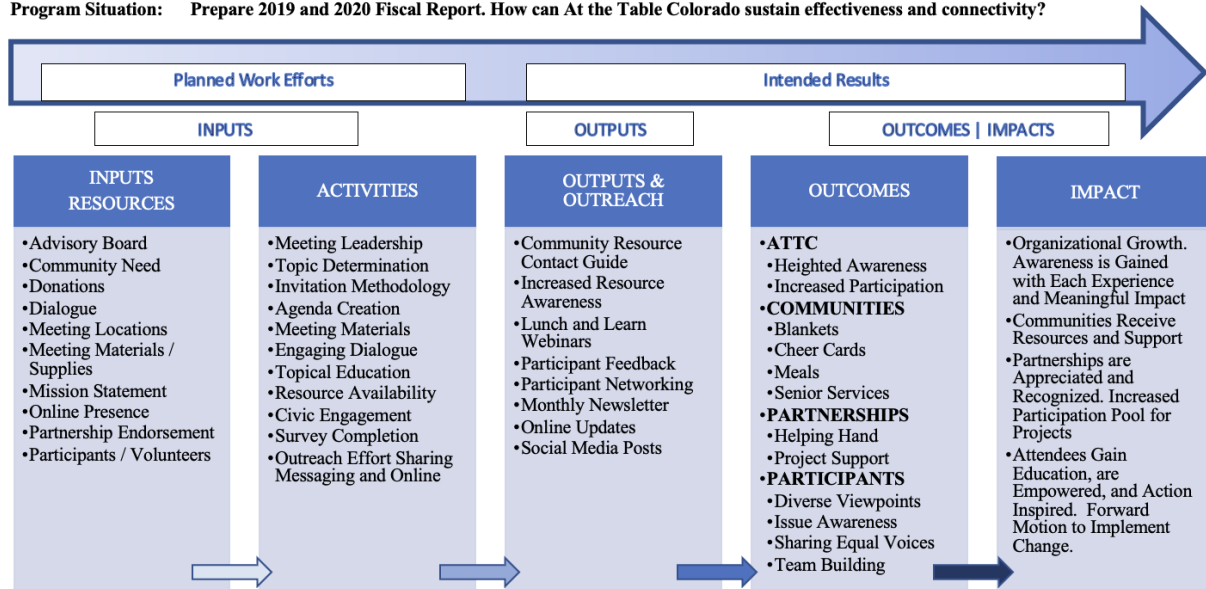
20. If you had to select ONE, what do you think is currently the most important issue in your community?

21. Please use this space to share any feedback you have on how the At the Table experience could be made more effective.

Appendix B: Logic Model

Program Evolution: At the Table Colorado's Current State Logic Model

Program Situation: Prepare 2019 and 2020 Fiscal Report. How can At the Table Colorado sustain effectiveness and connectivity?



Assumptions

- ATTC will regroup to and re-engage with its Volunteers
- Covid 19 restrictions are no longer prohibiting Table events
- ATTC will be able to facilitate meeting locations
- ATTC has provided the necessary data to create a Fiscal Report
- ATTC is open to suggestions for change
- The UCD Student Team is working with an ATTC authorized decision-maker

External Factors

- Competing Organizations
- Organizations with more monetary influence
- Partnership continuation
- Sensitivity of topical issues
- Survey responses were truthful
- Participant and Volunteer ongoing motivation