Session 1: Thursday, May 18th: 3-4pm

Location: Calvert II

Session Title: All Things Training

Organizer: Kathy Pettit and Liz Monk

Primary Notetaker: Rob Pitingolo

Attendees: Kathy Pettit, Katherine Hillenbrand, Liz Monk, Elizabeth Grossman, Ryan Gerety, Nancy Jones, Rob Pitingolo, Crystal Li, Matt Nowlin, Amy Carroll-Scott, Christine DeGiulio, Denise Linn

Pettit: Let’s start by saying why we are here and what training we are doing. I’m working on some training with NNIP.

Hillenbrand: We know many people interested in training and excited to learn about NNIP efforts.

Monk: We seem to do a lot of trainings.

Grossman: I’m not a partner but love the meetings. We’ve been working with NNIP on the project that’s wrapping up. I’ll let Kathy talk about. We love the way the NNIP partners are leading the way on training.

Gerety: I don’t do trainings now but have done many of them over the years from redlining to grocery store access to surveillance.

Jones: We do training and do a data day. We provide training on how to use our open data or our indicators. We want neighborhood residents to use data. We do some technical trainings and depending on skills of staff we did R training. If people like it we give more training.

Nowlin: I have done a little training in my career. I was asked to lead training at Polis and redevelop our curriculum.

Carroll-Scott: All of my research is community partner based which includes training residents. I’m not able to spend my entire career on trainings even though I love it. At UCLA I developed training teaching community organizations how to do health assessments. Those are all available for free. I’ve done training on community based organizations on their infrastructure and capacity. We’re thinking about ways to utilize that more. I also created a tool for research capacity.

De Giulio: Bernita can talk more about what she has planned for training. We would like to do data days. Previously they did training as one offs. One of our focuses is around formalizing community outreach around our tools. We are possibly switching technology and that might need training. Our current Weave tool definitely needs training.

Linn: I don’t have extensive background in training. I would like to hear from people where you started and dived in.

Pettit: I trusted Denise to review our training guide. We have a good mix of people and many of you have donated to our products. We have a suite of products aimed at different audiences. The first is a brief making the case for government and nonprofit training. I hope it can be used in proposals.

Grossman: We spend a lot of time explaining civic tech and other terms. This explains that and everyone's role in that ecosystem.

Pettit: We should all be responsible even if you don’t do direct training. We did a pre-session in Cleveland and did data 101. They found a lot of people wanted to know about it and it would be good to make a guide for it. We’re getting better at documenting stuff.

Grossman: One of the things we’re thinking is reaching out to our target groups and letting them know. If there are particular organizations or foundations that you want to get an outreach note from NNIP or microsoft, we’re making that list now.

Pettit: Liz do you want to talk about how data 101 is going? We had training of trainings in Cleveland and learned a lot about how to transfer knowledge. In led to better documentation when they had to teach someone else how to train.

Monk: Our data 101 started with Eleanor at the library. We have data user groups and a lot of it was saying that people could access data but needed support. It helps that Eleanor was always going to do it. It’s paper based. Our most popular one is finding stories. Training the trainers is a good term.

Carroll-Scott: I talk to communities about IRB a lot. A lot of it is me doing a research 101 every time we meet. Data terms, other stuff we’ll talk about. They know research is duplicative but they don’t know where decisions lie and who approves research and where they can have influence. I’ve given training on IRB, stages of research, etc. We can’t expect folks to review it, let alone influence it. At my next meeting I’m guiding them through human subjects training. It took a week and a half to get there.

Monk: Can you share those?

Carroll-Scott: I don’t really know how public this is.

Pettit: We do use SAVI. It’s like the Pittsburgh paper training. You start on paper but ramp up.

Nowlin: I started 6 months ago. I would say that our most popular one is the first class. A 4 hour session about how to use SAVI. From there it gets more advanced and specific. Data visualizations for grant writing. Some trainings are 1 hour on a specific technical issue like how to upload data. A lot of SAVI is just button pushing. Our goal is to come up with a sequence of trainings that are directed at capacity building in general. How to use data for decision making. SAVI will be a tool to use when appropriate. Hopefully often. As far as what buttons to push will be moved to little videos. So that’s our goal. More about concepts less about button pushing.

Monk: Your 4 hour session is in person? How often?

Nowlin: Not sure. Quarterly to once a month.

Pettit: They have level certificates.

Nowlin: We don’t have people receiving them. We don’t process it. People don’t do the full set they need for the certificate. You may understand our intention but people aren’t really doing it the way we intended.

Carroll-Scott: We would curate the attendees. What we learned is that we need supervisors and the one or two staff members that they would support them. We helped them decide who to train.

Pettit: Spike is doing a lot of youth work training.

Carroll-Scott: We got feedback that the certificate works. People want that piece of paper.

Nowlin: We had a board member suggest it as being important. Also professional development like continuing education credits. It sounded cool but I assume for every board you have to apply to be accredited.

Pettit: The first NNIP training guide was in 1998. Data was one of a series of civic education programs. They worked with the community college. All of the things about people and capacity we heard 20 years ago.

Carroll-Scott: Jenn Kolker does training and whenever there are opportunities the demand is out the door so there aren’t places to go.

Pettit: Baltimore and Seattle data days have waiting lists. What Louise said is that as the data portal got more usable the training went up. You’d think easier to get data means less training but no, it doesn’t.

Monk: People love the craft table. Keeping it paper based makes it accessible. We give them a printed data set and go through different stories. It’s group work and everyone works together. It’s not discouraging to people who aren’t good on computers.

Nowlin: People draw charts?

Monk: Yes.

Nowlin: Is there ever a really good artist?

Monk: not really. We printed out maps and calendars to draw on too.

Carroll-Scott: mock data needs to be clean and meaningful. We already had a training for the online tool. We would use those data as examples, but we would use downloaded tables and how to interpret it. We never did data presentation exercises.

Nowlin: At a nonprofit there are different people with different needs.

Carroll-Scott: Paper based is equitable. Having a clear curriculum is important. Someone comes with experience from living in the neighborhood that the other people in the group don’t have. We are giving them tools to share with other people in the organizations. It helps people not be bored.

Pettit: Maybe that’s a good segway to data day.

Jones: I’m fixated on this paper based thing. At our data day we have discussions, a keynote, breakouts. Kind of like NNIP. Lunchtime is training. It’s always has one on how to use neighborhood indicators and it is always computer based. We wanted to do it at a library but they didn’t have computer rooms. I feel that’s inequitable. This concept of paper sounds good. To me this is a better way to do it. We do it computer based on data day. The afternoon are topic based panels. It could be anything. There’s usually a good turnout. We have to cap at 225. We could get more people but don’t want to change the venue.

Pettit: what about factfinder?

Jones: We always get someone from Census to come train on that. She always has a table. There are 6-8 orgs handing out data.

Pettit: there are people at regional census offices. There’s an 800 number to call. Laura did a training with census folks.

Carroll-Scott: Paper vs. computer depends on audience. We read a paper about how traumatizing math is. Once it comes up people shut down. You can’t use certain terminology or use graphs. It’s about the building blocks. I teach means, median. I even talk about qualitative data. There are words that create power differentials.

Jones: We also have evening trainings at the social work school. I see their faces when we get the data...

Gerety: Adults don’t learn well on computers. I’m surprised people use anything other than paper. If you want to solve a problem you can get tied up and it’s distracting.

Pettit: Peter does GIS training and needs the computer.

Carroll-Scott: When you see lightbulbs go off it’s rewarding.

Pettit: I had to do a regression by hand to learn it. Most nonprofits have excel. A year ago Elizabeth wanted to do something and made a proposal in 10 days. This had been bubbling as a topic. We had heard people talking but not sure the level of interest. We found out that everyone is doing training. It’s been a positive experience. OK, we’re up on time. Thanks everyone.

[End of camp session]