

Q1 Participant Name

Answered: 75 Skipped: 5

#	RESPONSES	DATE
1	Darshann Stevenson	10/29/2024 10:13 AM
2	Tracy Metcalfe	10/29/2024 10:07 AM
3	Crystal Hepburn	10/28/2024 2:07 PM
4	Jodi Brookins Fisher	10/28/2024 9:22 AM
5	Jozlyn Kames	10/25/2024 11:17 AM
6	Margaret Kabore	10/25/2024 9:37 AM
7	Erik Bole	10/24/2024 10:41 AM
8	Jackson Braunz	10/24/2024 9:25 AM
9	Laura Unger-Hawver	10/23/2024 8:15 PM
10	Dena Kent	10/23/2024 1:53 PM
11	Sara Palmer	10/23/2024 10:00 AM
12	Samantha Radecki	10/22/2024 3:52 PM
13	Lauren Neely	10/22/2024 11:20 AM
14	Nichole Feltman	10/21/2024 4:50 PM
15	Brigette Reichenbaugh	10/21/2024 2:45 PM
16	Susan Keen	10/21/2024 11:48 AM
17	Jill Myer	10/21/2024 11:12 AM
18	Bethanie Dean	10/21/2024 10:38 AM
19	Nancy Cummings-Garland	10/21/2024 10:32 AM
20	Candi Gabrielse	10/21/2024 9:38 AM
21	Jen Stratton	10/21/2024 7:21 AM
22	Kimberly Muggio	10/20/2024 8:18 AM
23	Claire Jansen	10/18/2024 2:41 PM
24	Katie Miller	10/18/2024 1:26 PM
25	Ashley Brenner	10/18/2024 12:14 PM
26	Jennifer Michaluk	10/18/2024 12:03 PM
27	Shannon Brodeur	10/18/2024 11:32 AM
28	Kim Francis	10/18/2024 10:30 AM
29	Kelly Rankin-Gomez	10/18/2024 9:42 AM
30	Tara O'Brien	10/18/2024 9:05 AM
31	RANELLE BREW	10/18/2024 7:30 AM
32	Mariana Quinn	10/17/2024 4:12 PM
33	David Wesoloski	10/17/2024 4:06 PM

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34	Molly Perez	10/17/2024 3:49 PM
35	Carol Garofalo	10/17/2024 3:42 PM
36	Rebecca Burns	10/17/2024 3:38 PM
37	Sarah Doak	10/17/2024 12:44 PM
38	Kelly A. Pelic	10/17/2024 8:56 AM
39	Jill Myer	10/16/2024 2:21 PM
40	Stephanie Goris	10/16/2024 2:06 PM
41	Brittany Pazdan	10/16/2024 1:59 PM
42	Juan Luis Marquez	10/16/2024 1:50 PM
43	Sheila Parker	10/16/2024 1:36 PM
44	Rebecca Hook	10/16/2024 1:29 PM
45	Lisa Uganski	10/16/2024 1:06 PM
46	Kemberly Parham	10/16/2024 1:05 PM
47	sarah oleniczak	10/16/2024 1:01 PM
48	Christy Rivette	10/16/2024 12:56 PM
49	Tawnya Simon	10/16/2024 12:51 PM
50	Dany Zimmel	10/16/2024 12:48 PM
51	Holly Karpovich	10/16/2024 11:58 AM
52	Brian Hartl	10/16/2024 11:03 AM
53	Leigh-Anne Stafford	10/16/2024 11:00 AM
54	Kelly Emery	10/16/2024 10:57 AM
55	Jen Stratton	10/16/2024 10:43 AM
56	Theresa Fisher	10/16/2024 10:32 AM
57	Brigette	10/16/2024 10:26 AM
58	Penny Born	10/16/2024 10:04 AM
59	Rebecca Fink	10/16/2024 10:04 AM
60	Rachel Pohl	10/16/2024 10:02 AM
61	Keoshia Banks	10/16/2024 9:58 AM
62	Kathy Haskins	10/16/2024 9:55 AM
63	Katherine Beeman	10/16/2024 9:55 AM
64	Karen Senkus	10/16/2024 9:48 AM
65	Kathryn Barnhart	10/16/2024 9:37 AM
66	Trudy Esch	10/16/2024 9:36 AM
67	Charity Zimmerman	10/16/2024 9:35 AM
68	Dawn Smith	10/16/2024 9:35 AM
69	Cathy Armstrong	10/16/2024 9:32 AM
70	Alyse Nichols	10/16/2024 9:27 AM
71	Tracy Metcalfe	10/16/2024 9:25 AM

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72	Heidi Hazel	10/16/2024 9:23 AM
73	Karen Unholz	10/16/2024 9:22 AM
74	Lindsay Gestro	10/16/2024 8:46 AM
75	COURTNEY RYNKIEWICZ	10/16/2024 8:45 AM

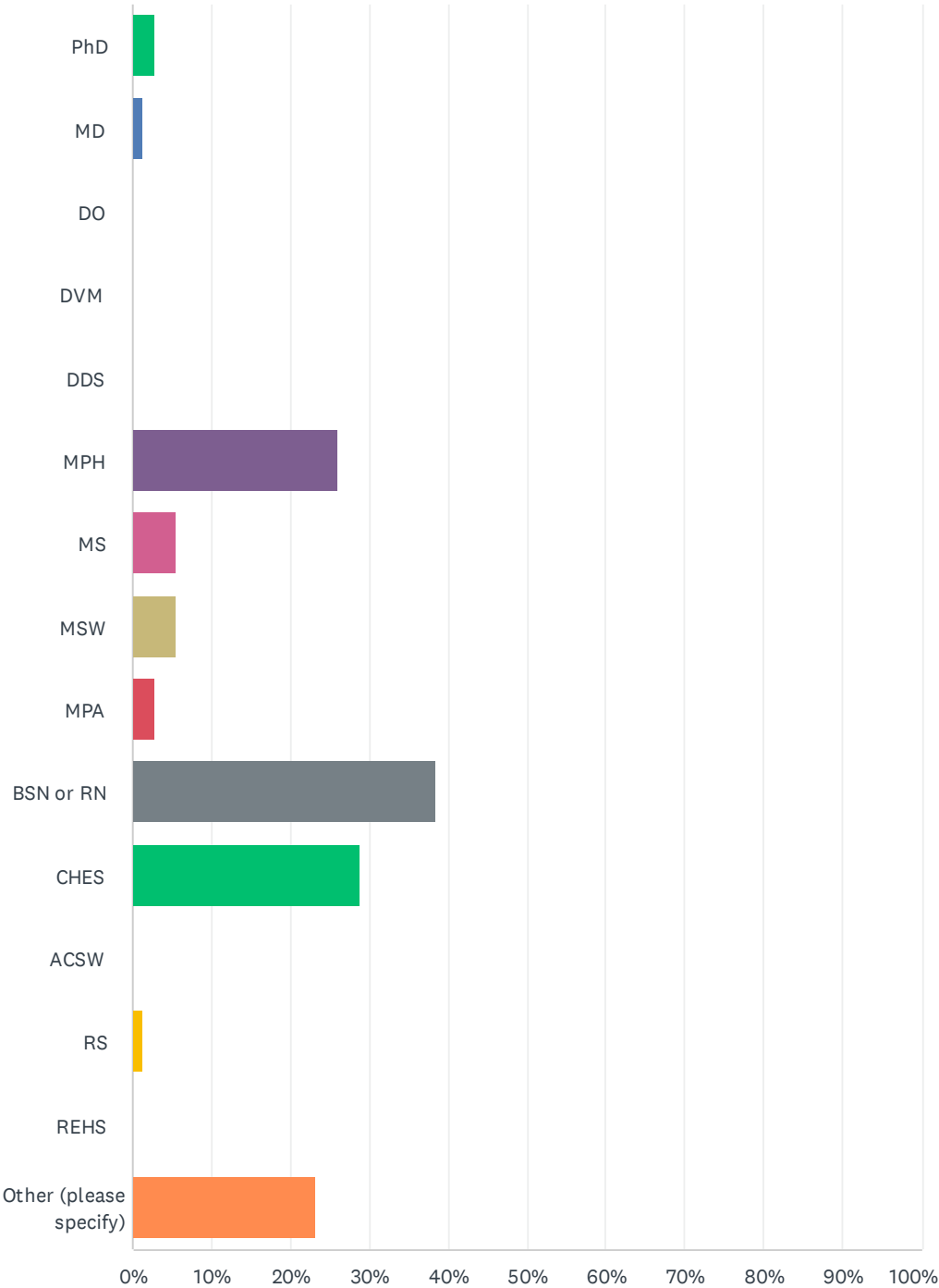
Q2 CHES/MCHES

Answered: 23 Skipped: 57

#	RESPONSES	DATE
1	7933	10/29/2024 10:07 AM
2	4949	10/28/2024 9:22 AM
3	37612	10/25/2024 11:17 AM
4	1145603	10/24/2024 9:25 AM
5	16180	10/22/2024 11:20 AM
6	1789	10/21/2024 11:12 AM
7	27392	10/18/2024 1:26 PM
8	36732	10/18/2024 12:14 PM
9	23859	10/18/2024 12:03 PM
10	31219	10/18/2024 11:32 AM
11	13160	10/18/2024 7:30 AM
12	24057	10/17/2024 4:06 PM
13	6801086154	10/17/2024 3:49 PM
14	1789	10/16/2024 2:21 PM
15	36242	10/16/2024 1:59 PM
16	36656	10/16/2024 1:06 PM
17	3087	10/16/2024 1:01 PM
18	14159	10/16/2024 12:56 PM
19	271596	10/16/2024 9:58 AM
20	19530	10/16/2024 9:37 AM
21	33484	10/16/2024 9:27 AM
22	7943	10/16/2024 9:25 AM
23	25901	10/16/2024 8:45 AM

Q3 Professional Credential (check all that apply):

Answered: 73 Skipped: 7



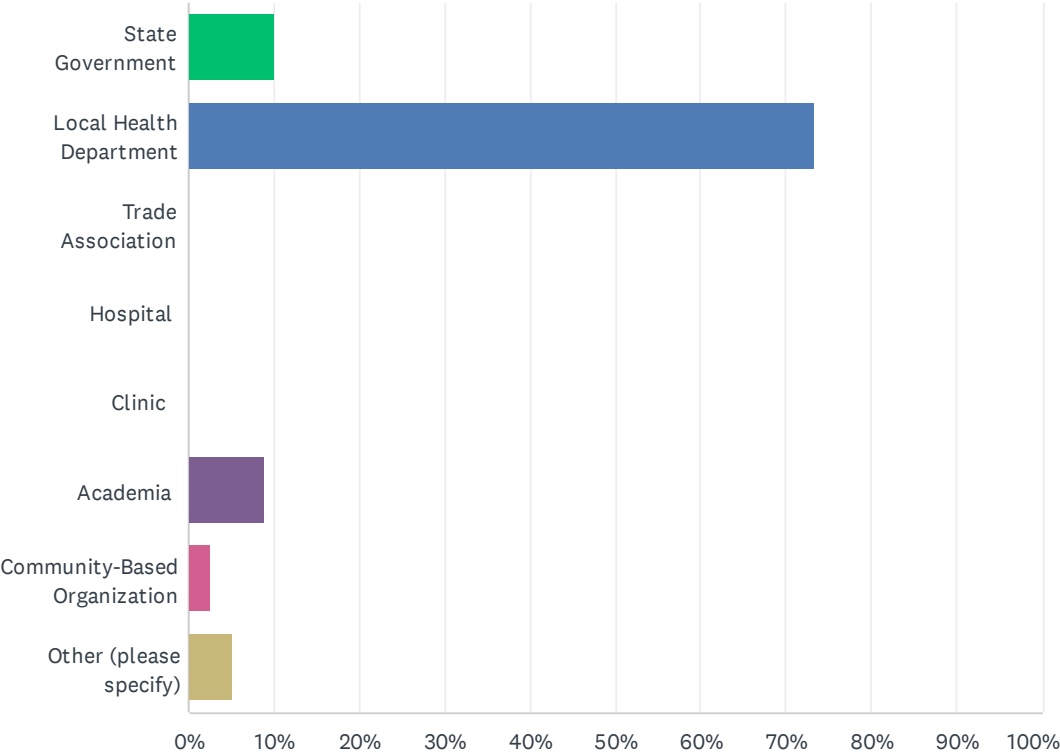
2024 MPPHC Keynote 3

ANSWER CHOICES	RESPONSES	
PhD	2.74%	2
MD	1.37%	1
DO	0.00%	0
DVM	0.00%	0
DDS	0.00%	0
MPH	26.03%	19
MS	5.48%	4
MSW	5.48%	4
MPA	2.74%	2
BSN or RN	38.36%	28
CHES	28.77%	21
ACSW	0.00%	0
RS	1.37%	1
REHS	0.00%	0
Other (please specify)	23.29%	17
Total Respondents: 73		

#	OTHER (PLEASE SPECIFY)	DATE
1	MCHES	10/28/2024 9:22 AM
2	Bachelor of Science Health Systems Management	10/24/2024 10:41 AM
3	MBA	10/21/2024 2:45 PM
4	MSN	10/21/2024 10:32 AM
5	M.Ed	10/18/2024 12:03 PM
6	MBA	10/18/2024 9:42 AM
7	Edd	10/18/2024 7:30 AM
8	BS	10/17/2024 4:06 PM
9	BAA	10/17/2024 3:42 PM
10	CCM	10/17/2024 8:56 AM
11	RD	10/16/2024 1:06 PM
12	BA	10/16/2024 11:58 AM
13	BS	10/16/2024 10:32 AM
14	Mba	10/16/2024 10:26 AM
15	Working on MPH	10/16/2024 9:55 AM
16	BA, PEM	10/16/2024 8:46 AM
17	MHS	10/16/2024 8:45 AM

Q4 Public Health Entity or Employer

Answered: 79 Skipped: 1

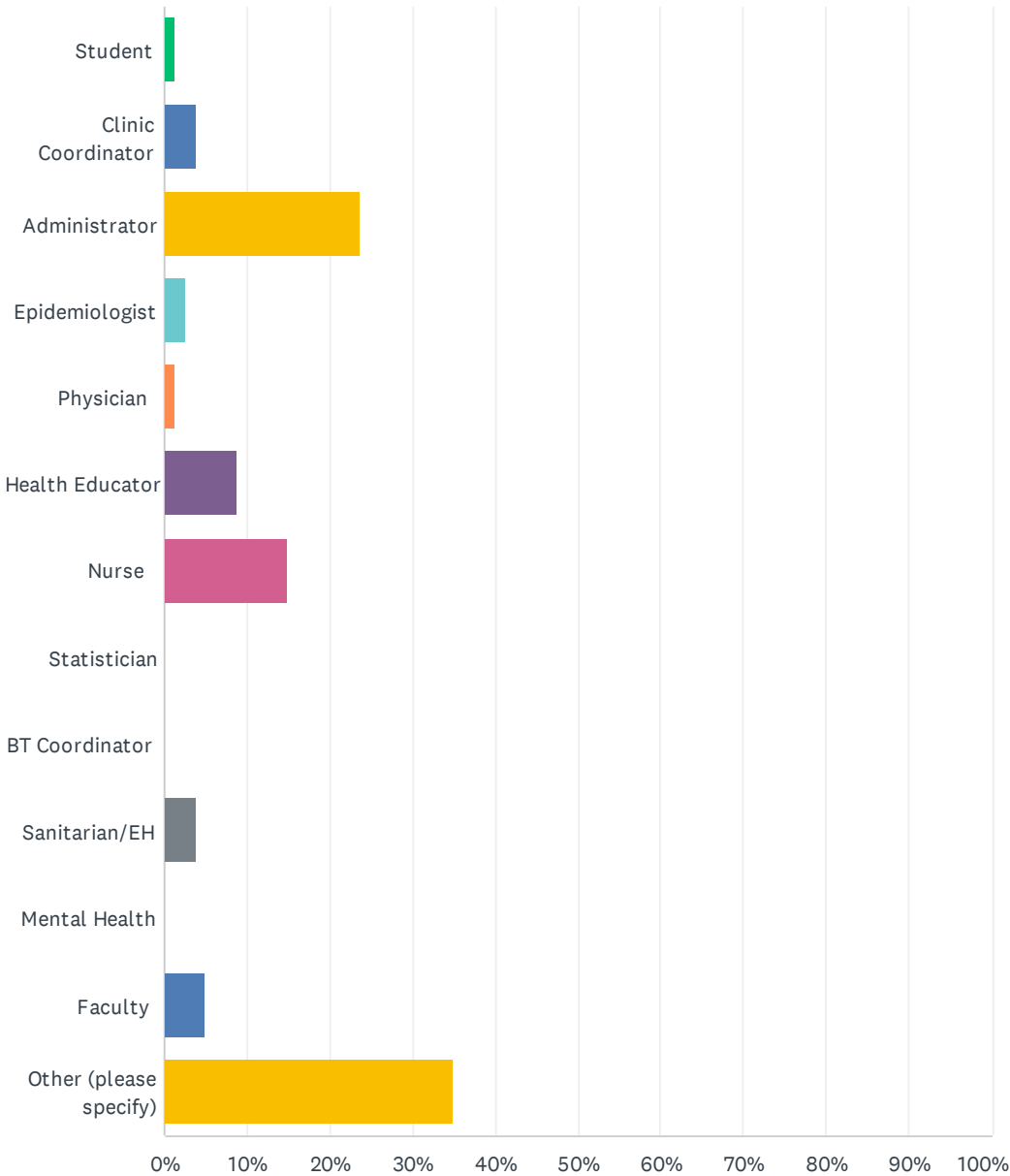


ANSWER CHOICES		RESPONSES	
State Government		10.13%	8
Local Health Department		73.42%	58
Trade Association		0.00%	0
Hospital		0.00%	0
Clinic		0.00%	0
Academia		8.86%	7
Community-Based Organization		2.53%	2
Other (please specify)		5.06%	4
TOTAL			79

#	OTHER (PLEASE SPECIFY)	DATE
1	Michigan Public Health Institute (MPHI)	10/29/2024 10:13 AM
2	Institute	10/18/2024 9:42 AM
3	MPHI	10/17/2024 3:42 PM
4	Medicaid health plan	10/16/2024 9:22 AM

Q5 Role:

Answered: 80 Skipped: 0



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ANSWER CHOICES	RESPONSES
Student	1.25% 1
Clinic Coordinator	3.75% 3
Administrator	23.75% 19
Epidemiologist	2.50% 2
Physician	1.25% 1
Health Educator	8.75% 7
Nurse	15.00% 12
Statistician	0.00% 0
BT Coordinator	0.00% 0
Sanitarian/EH	3.75% 3
Mental Health	0.00% 0
Faculty	5.00% 4
Other (please specify)	35.00% 28
TOTAL	80

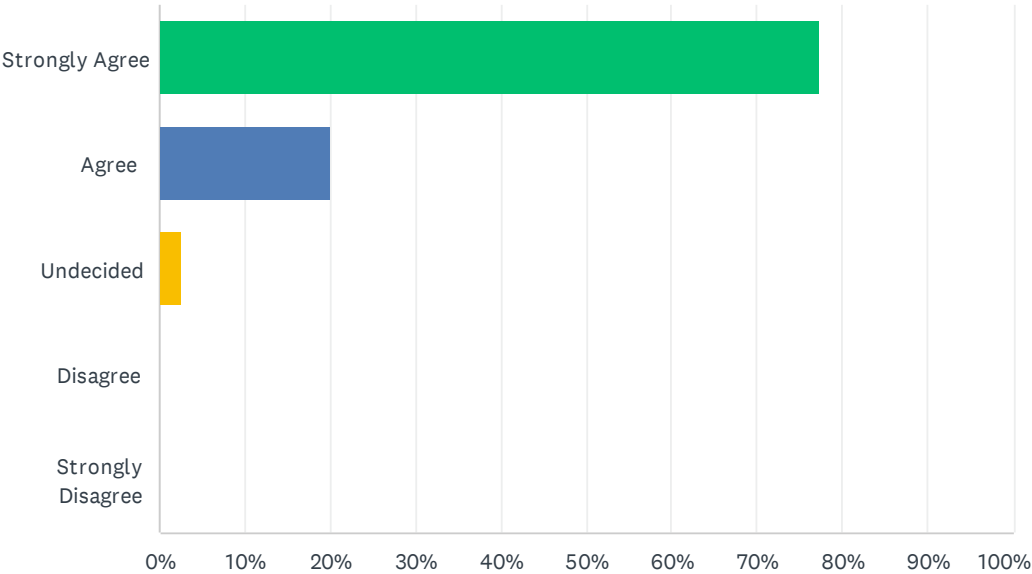
#	OTHER (PLEASE SPECIFY)	DATE
1	Public Health Recruiter	10/29/2024 10:13 AM
2	PIO	10/24/2024 9:25 AM
3	Social Worker	10/23/2024 8:15 PM
4	Health Communications Liaison	10/22/2024 3:52 PM
5	Other	10/22/2024 11:37 AM
6	Manager	10/22/2024 11:20 AM
7	Supervisor	10/18/2024 1:26 PM
8	Grant Manager	10/18/2024 12:14 PM
9	grant manager	10/18/2024 11:32 AM
10	Public Health Consultant	10/18/2024 10:30 AM
11	Recruiter	10/18/2024 9:42 AM
12	Administrative	10/17/2024 4:28 PM
13	Evaluator	10/17/2024 4:12 PM
14	Communications Coordinator	10/17/2024 4:06 PM
15	HR Specialist	10/17/2024 3:42 PM
16	Public Health Nurse Supervisor	10/17/2024 8:56 AM
17	Community engagement coordinator	10/16/2024 1:59 PM
18	Clinical Director	10/16/2024 1:36 PM
19	Nursing Supervisor	10/16/2024 1:05 PM
20	Division director	10/16/2024 12:56 PM

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21	Program Manager	10/16/2024 12:48 PM
22	Accountant	10/16/2024 11:58 AM
23	Health Officer	10/16/2024 11:00 AM
24	Program Supervisor	10/16/2024 10:16 AM
25	Project Manager	10/16/2024 9:58 AM
26	Data Manager	10/16/2024 9:27 AM
27	Director of Quality	10/16/2024 9:22 AM
28	EPC	10/16/2024 8:46 AM

Q6 The content was clearly organized.

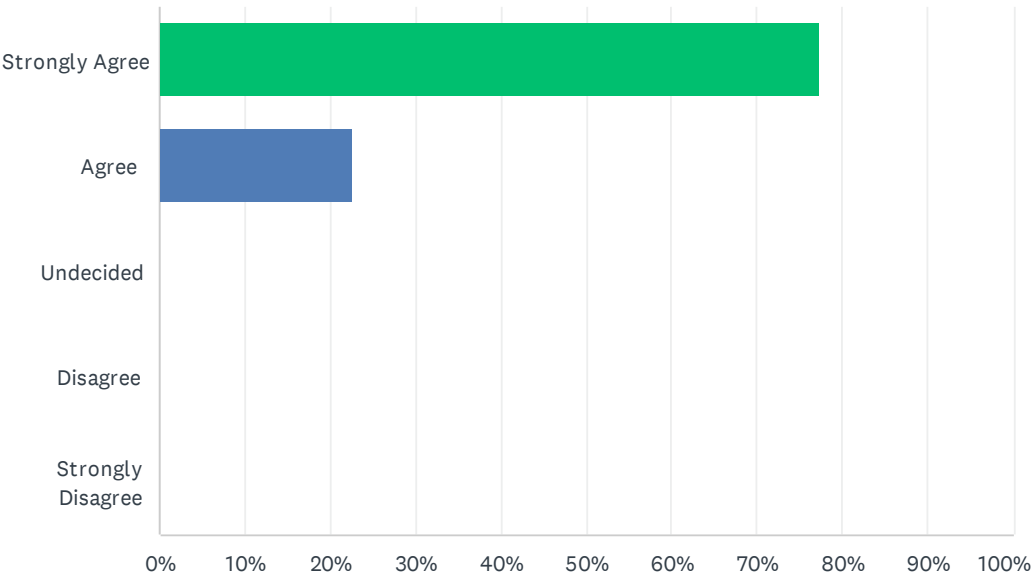
Answered: 80 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	77.50%	62
Agree	20.00%	16
Undecided	2.50%	2
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		80

Q7 The objectives were related to the overall goals of the conference

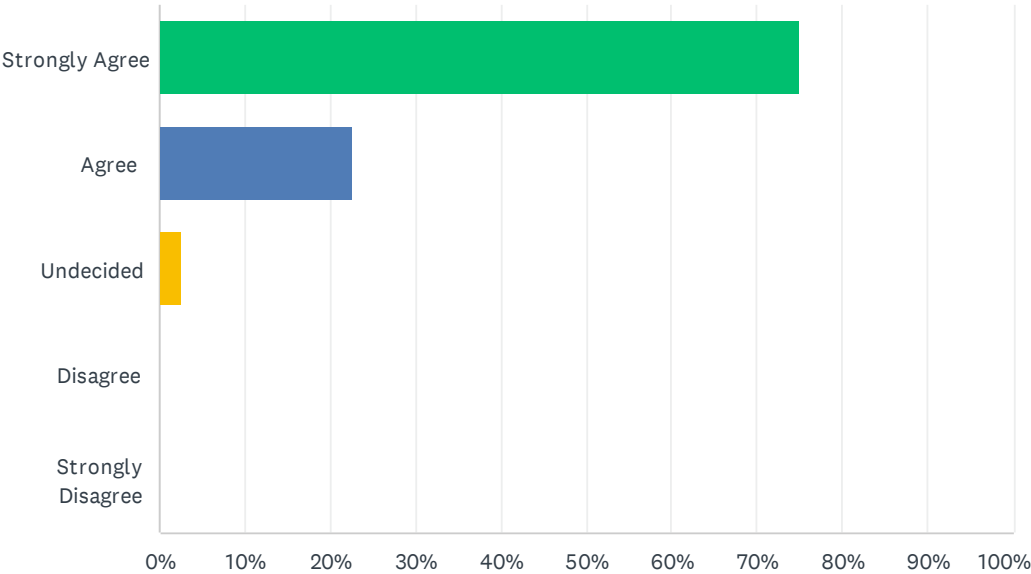
Answered: 80 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly Agree		77.50%	62
Agree		22.50%	18
Undecided		0.00%	0
Disagree		0.00%	0
Strongly Disagree		0.00%	0
TOTAL			80

Q8 Each learning objective was achieved

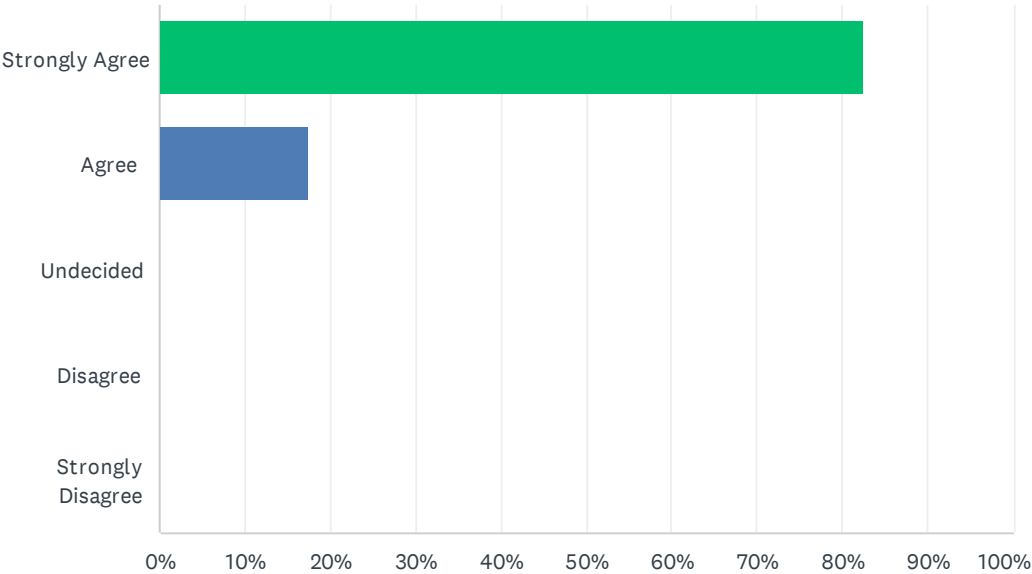
Answered: 80 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	75.00%	60
Agree	22.50%	18
Undecided	2.50%	2
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		80

Q9 The presenter was knowledgeable (Canady)

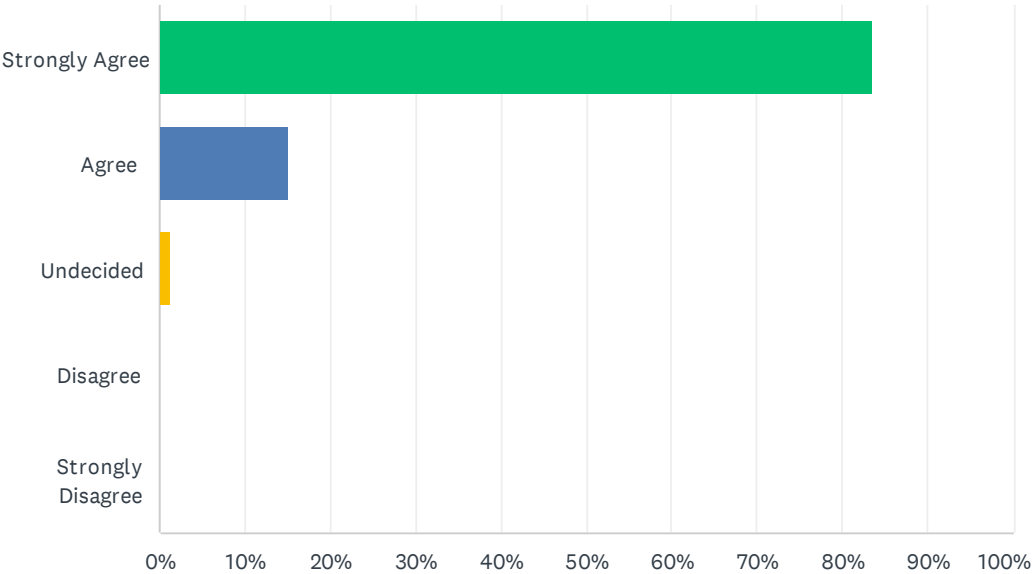
Answered: 80 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	82.50%	66
Agree	17.50%	14
Undecided	0.00%	0
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		80

Q10 The presenter was prepared (Canady)

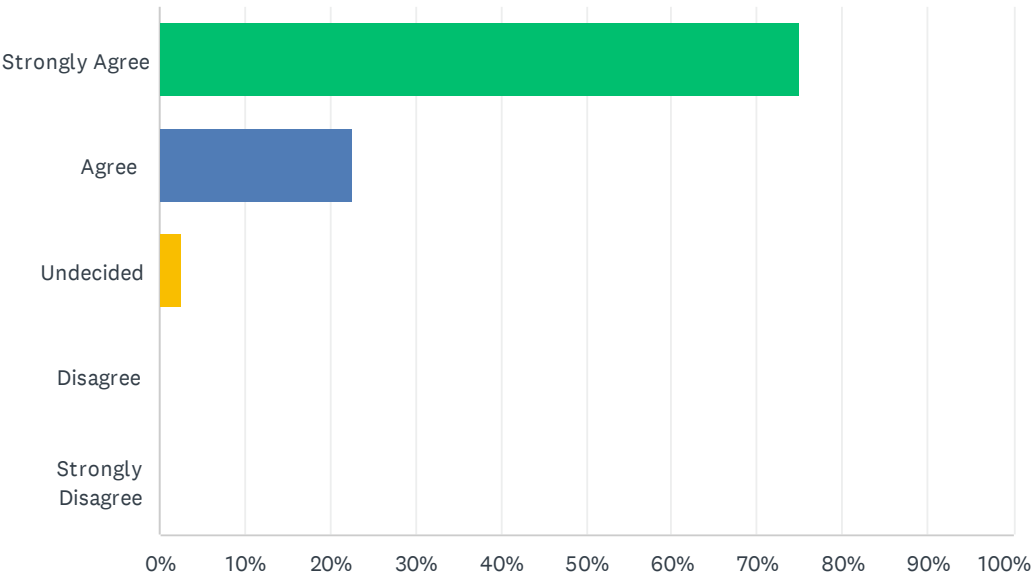
Answered: 79 Skipped: 1



ANSWER CHOICES		RESPONSES	
Strongly Agree		83.54%	66
Agree		15.19%	12
Undecided		1.27%	1
Disagree		0.00%	0
Strongly Disagree		0.00%	0
TOTAL			79

Q11 The presenter answered questions adequately and clearly (Canady)

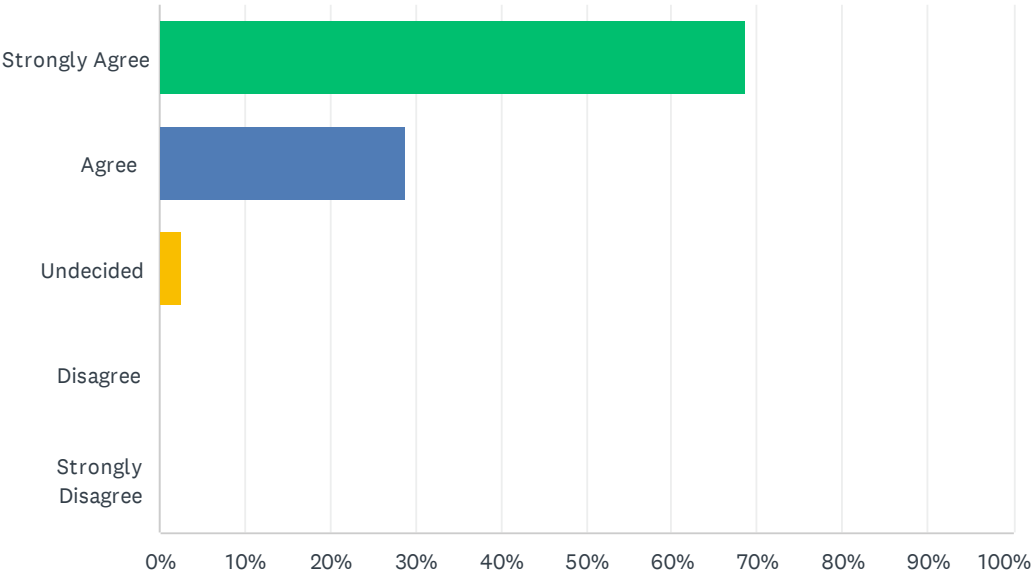
Answered: 80 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	75.00%	60
Agree	22.50%	18
Undecided	2.50%	2
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		80

Q12 The activities and examples allowed me to see how the content is related to my job.

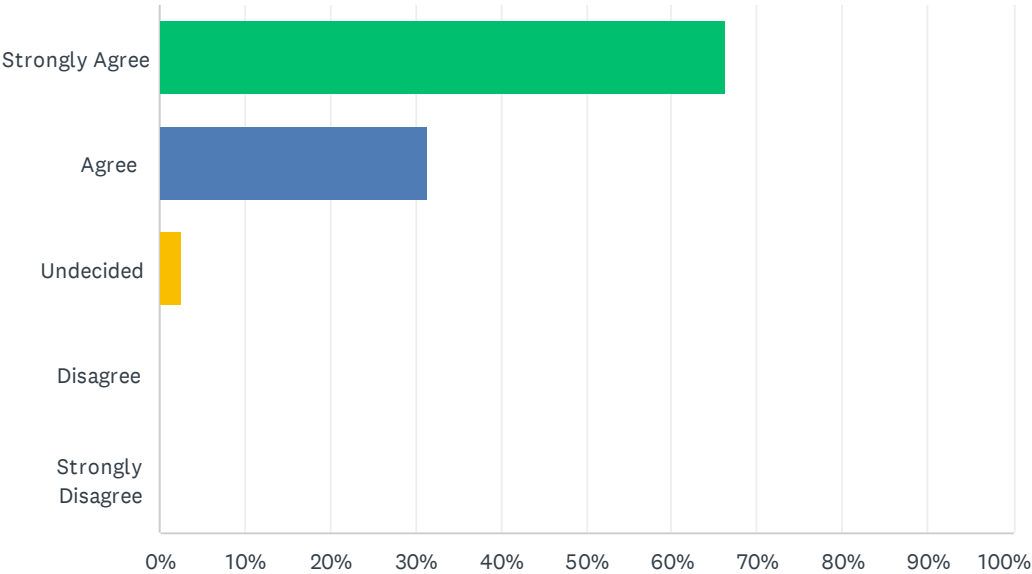
Answered: 80 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	68.75%	55
Agree	28.75%	23
Undecided	2.50%	2
Disagree	0.00%	0
Strongly Disagree	0.00%	0
TOTAL		80

Q13 I will be able to use this content in my job

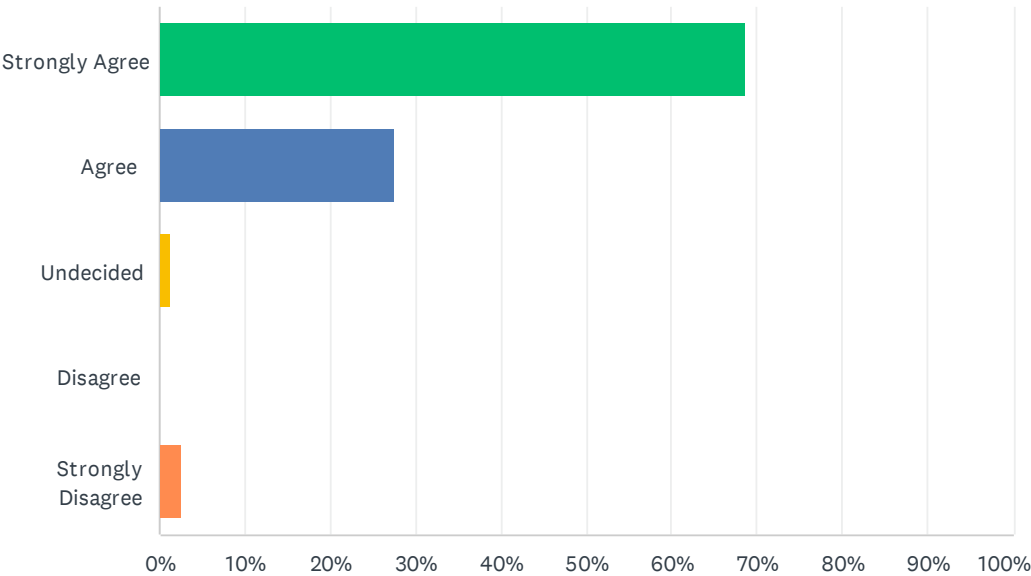
Answered: 80 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly Agree		66.25%	53
Agree		31.25%	25
Undecided		2.50%	2
Disagree		0.00%	0
Strongly Disagree		0.00%	0
TOTAL			80

Q14 I felt the presentations were free of commercial bias

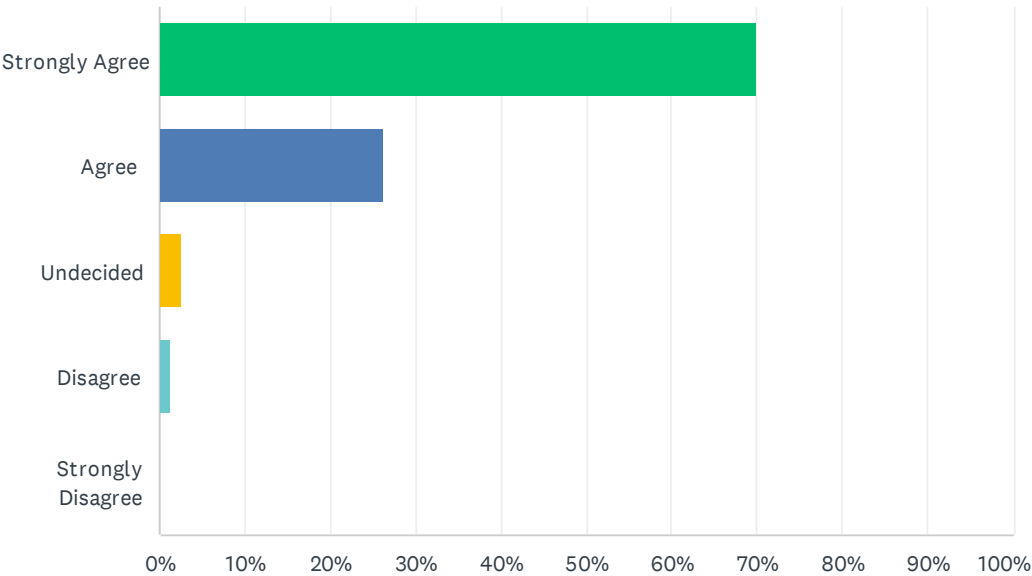
Answered: 80 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly Agree		68.75%	55
Agree		27.50%	22
Undecided		1.25%	1
Disagree		0.00%	0
Strongly Disagree		2.50%	2
TOTAL			80

Q15 Overall, I am satisfied with this session

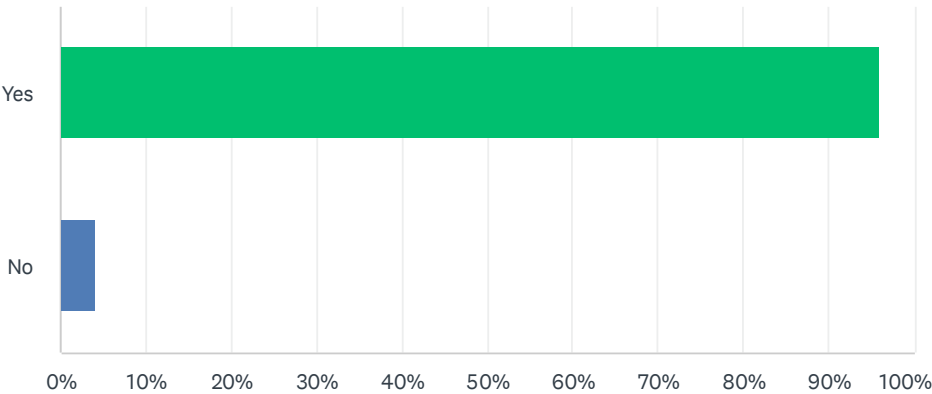
Answered: 80 Skipped: 0



ANSWER CHOICES		RESPONSES	
Strongly Agree		70.00%	56
Agree		26.25%	21
Undecided		2.50%	2
Disagree		1.25%	1
Strongly Disagree		0.00%	0
TOTAL			80

Q16 Were disclosures made available to you? (See on-site folder)

Answered: 74 Skipped: 6



ANSWER CHOICES	RESPONSES	
Yes	95.95%	71
No	4.05%	3
TOTAL		74

Q17 What new abilities/strategies have you gained from this conference?

Answered: 42 Skipped: 38

#	RESPONSES	DATE
1	To continue to make room at the table and accept the seats I am invited to with gratitude and humbleness.	10/29/2024 10:16 AM
2	She is a dynamic speaker and always inspiring.	10/28/2024 2:08 PM
3	She candidly talked about everyone being at the table with unique examples so that others won't get defensive. We must all do this important work!!!	10/28/2024 9:24 AM
4	The ability to see how public health is interconnected across many disciplines.	10/25/2024 11:19 AM
5	A greater comprehension on how other agencies function on the issues that we collaboratively work on.	10/24/2024 10:42 AM
6	I identified strategies for finding equitable leadership.	10/24/2024 9:49 AM
7	The inspiration to voice my opinion when I feel uncomfortable in situations because inequity is occurring.	10/23/2024 8:22 PM
8	open mind	10/23/2024 1:54 PM
9	just good information, expanded knowledge	10/23/2024 10:01 AM
10	Loose your "why bother!"	10/22/2024 3:53 PM
11	Id more examples of how racism impacts public health	10/22/2024 11:21 AM
12	Being aware of bias equity when providing care to clients	10/21/2024 4:51 PM
13	Renee was such a charge she made you feel you can ignite a community	10/21/2024 10:46 AM
14	Better understanding	10/18/2024 2:41 PM
15	Advocate for poverty to be included as a diagnosis.	10/18/2024 1:27 PM
16	Love her and this presentation!	10/18/2024 12:05 PM
17	This was an engaging and inspiring presenter	10/18/2024 11:32 AM
18	Reinforcement of thinking of myself as the power of 1 to make change from small to large.	10/18/2024 10:32 AM
19	Public Health Recruitment. Recruiters in public health organizations play a critical role in ensuring that the right professionals are hired to address health challenges. They actively seek out candidates with expertise in epidemiology, health policy, environmental health, and other relevant fields. By identifying individuals who are passionate about improving community health, recruiters contribute to building a skilled workforce that can tackle public health issues effectively. Additionally, they collaborate with DEI teams to promote diversity within public health organizations, recognizing that diverse perspectives enhance problem-solving and innovation in health initiatives. All of the speakers emphasized in some way the need to ensure that the right people are in the right place. DEI Recruitment Strategies. Recruiters are essential in advancing diversity, equity, and inclusion across industries. In the context of DEI, they focus on creating inclusive recruitment practices, Dr. Renee Branch Canady's presentation spoke to that. This involves using unbiased language in job postings, expanding outreach to underrepresented communities, and setting measurable goals for diverse candidate pools. Recruiters also work closely with hiring managers to ensure that interview panels reflect diversity. By championing equitable hiring processes, recruiters contribute to fostering a more inclusive workplace where everyone's voice is valued, and health disparities are addressed proactively.	10/18/2024 9:49 AM
20	I found this talk so inspiring, and yet advice to be brave, take risks, speak up, in the current climate is starting to feel facile. I've seen colleagues sidelined for pressing for more authentic	10/17/2024 4:02 PM

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DEI efforts, or to include populations that are not 'easy.' I'd like to hear how people can protect themselves and their staff while advocating effective and authentic change.

21	You need to keep people engaged and at the table.	10/17/2024 3:43 PM
22	Networking, collaboration, perseverance, and optimism.	10/16/2024 2:25 PM
23	Leadership strategies, fuel for passion	10/16/2024 2:08 PM
24	I gained little new information but was engrained in the differences between equity and equality and it's importance	10/16/2024 2:01 PM
25	Learned about how to use productive outrage.	10/16/2024 1:10 PM
26	Implementation of DEI strategies in everyday interaction.	10/16/2024 1:07 PM
27	rethink my approach	10/16/2024 1:02 PM
28	Reframing equity	10/16/2024 12:57 PM
29	Not new since I've read Room at the Table but nice to hear again about productive outrage.	10/16/2024 12:50 PM
30	Great presentation	10/16/2024 10:44 AM
31	Lose the "why bother"	10/16/2024 10:28 AM
32	Definitely gave food for thought, and was motivating	10/16/2024 9:57 AM
33	How to speak up and be resilient	10/16/2024 9:56 AM
34	How to be an active involved leader	10/16/2024 9:49 AM
35	Leadership skills	10/16/2024 9:38 AM
36	Birth Detroit	10/16/2024 9:37 AM
37	Renee is always inspiring. I strive to be an equity leader and use productive outrage.	10/16/2024 9:37 AM
38	A way of reframing the work.	10/16/2024 9:36 AM
39	Na	10/16/2024 9:27 AM
40	N/a	10/16/2024 9:23 AM
41	I will use my "productive outrage" to foster change.	10/16/2024 9:23 AM
42	Look at our work with equity lens	10/16/2024 8:46 AM

Q18 Please provide an example of one change you will make in your daily work as a result of this content.

Answered: 37 Skipped: 43

#	RESPONSES	DATE
1	More of continuing to try to build productive and encouraging relationships to be part of the change that public health needs to keep society healthy and whole.	10/29/2024 10:16 AM
2	New ways to talk to colleagues and others about their roles in this work.	10/28/2024 9:24 AM
3	This presentation was amazing in its entirety. I will make sure to be more cognizant of leadership in relation to equity	10/25/2024 11:19 AM
4	N/A	10/24/2024 9:49 AM
5	Engage in collaborative efforts to make positive changes in my clients' communities.	10/23/2024 8:22 PM
6	keep an open mind	10/23/2024 1:54 PM
7	unknown	10/23/2024 10:01 AM
8	incorporate strategies into existing projects	10/22/2024 11:21 AM
9	Making sure that those with different ideas or beliefs are also present when making decisions	10/21/2024 4:51 PM
10	This is not a change to my daily work, but I am sharing what an amazing, inspirational, motivating speaker Dr. Canady is at all times!	10/21/2024 2:46 PM
11	Speak up	10/21/2024 10:46 AM
12	Better understanding	10/18/2024 2:41 PM
13	Greater awareness of impact of poverty on health outcomes.	10/18/2024 1:27 PM
14	Change my mindset on how I think about things.	10/18/2024 12:05 PM
15	I've already had conversations about her talk with coworkers	10/18/2024 11:32 AM
16	Encourage my team to push for excellence and needed change instead of complacency at times and only picking and choosing.	10/18/2024 10:32 AM
17	Making sure that I bring everyone to the table and making sure that I listen to those voices that may have been marginalized in some way.	10/18/2024 9:49 AM
18	I will let go of my, "why bother" because of this content.	10/17/2024 4:09 PM
19	I love Dr. Canady as a speaker, but her use of a captive professional audience to promote her book seems inappropriate.	10/17/2024 4:02 PM
20	Make certain that people are seen and heard so they can contribute to the cause.	10/17/2024 3:43 PM
21	Keeping eye on the price!!	10/16/2024 2:25 PM
22	Encouragement to continue practices, fuel passion	10/16/2024 2:08 PM
23	I am already implementing this work	10/16/2024 2:01 PM
24	Challenge myself to think about new ways to "keep people at the table" and work together collectively.	10/16/2024 1:10 PM
25	Make a conscious effort to weave DEI strategies into my everyday interactions with colleagues, direct reports, clients and even strangers.	10/16/2024 1:07 PM
26	consider a stronger community input process to value the voice	10/16/2024 1:02 PM
27	Working to lose the "why bother"	10/16/2024 12:57 PM

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28	So inspiring. Not sure where to start answering this question	10/16/2024 10:28 AM
29	Speak up when I need to	10/16/2024 9:56 AM
30	When staff approach me with ideas I will ask how WE can make it happen and encourage them to come for are with ideas	10/16/2024 9:49 AM
31	Positive energy	10/16/2024 9:38 AM
32	Each day think about leading with equity.	10/16/2024 9:37 AM
33	I will be practicing what I learned with my students.	10/16/2024 9:36 AM
34	Na	10/16/2024 9:27 AM
35	N/a	10/16/2024 9:23 AM
36	See above.	10/16/2024 9:23 AM
37	Look at our work with equity lens	10/16/2024 8:46 AM