SoT Areas of Change – Full Data Table

SoT Areas of Change	Pre	Post	Change over Time (Post - Pre | % change)
1a) Knowledge of racial equity, social justice, and anti-racism concepts	3.38	3.33	-0.05 **-1.03%**
1b) Knowledge of anti-racist organizing knowledge [retroactive]	2.17	3.67	1.50
2a) Practice of transformational, anti-racist organizing	3.08	3.33	0.26 **5.13%**
2b) Practice of taransformational anti-racist organizing skills [retroactive]	1.67	3.00	1.33 **26.7%**
3) Supportive anti-racist organizing relationships	1.83	3.50	1.67 **33.3%**
4) Readiness to show up as a transformational, anti-racist leader in your role(s) and department(s)	2.17	3.50	1.33 **26.7%**
5a) Trust in people you work with at the City	2.92	3.33	0.41 **8.21%**
5b) Trust in the SoT cohort	3.31	3.50	0.19 **3.85%**
6a) Sense of belonging with the people you work with at the City	3.08	3.83	0.76 **15.13%**
6b) Sense of belonging with the SoT cohort	3.31	3.33	0.03 **0.51%**
Average of Averages	3.18	3.44	0.26 **5.30%**