

**SAFECO'S PRESENTATION EVALUATIONS****WHAT TOPICS DURING DR. FLETCHER'S PRESENTATION WERE MOST VALUABLE TO YOU? WHY?**

- ◆ A definition of Civil Rights. The role of corporations in making things work.
- ◆ The progress of Civil Rights through 2025. I thought we were further along than he said we were (a eye opener).
- ◆ The question and answers involving Anti-Affirmative Action ballot Initiative I-200.
- ◆ His focus on youth and their preparation and willingness to change
- ◆ His belief in the ultimate success regarding the goals of equality,  
His sincerity and positive attitude
- ◆ The entire presentation. He is a positive stereotype of an African American Man. He is educated, well versed, articulate. Well traveled and honest. This country needs to understand that the large majority of African American men are like him; not the negative stereotypes that always make it into the media.
- ◆ The personal responsibility concepts applied to all topics.
- ◆ That we at SafeCo, are making a difference in our community. It is a start for Corporate America. I really enjoyed hearing Dr. Fletcher's ideas for continuing the Civil Rights movement today now that the legal foundation is in place by the participants of Corporate America going into the inner cities to help disadvantaged people empower themselves.
- ◆ The facts on Civil Rights, Human Rights, and Education. His can do will do attitude. His ideas about welfare reform. Why it was wonderful to be encouraged about life and that changes are still possible, if not in my generation then the next generation.
- ◆ That one's life can be set up like a football game. His address to the United Nations on the progress American has achieved in the 25 year life of that organization. The story about the Black Lady advisor to President Roosevelt who inspired him when he was in the 7th grade. It showed how one person who really cares can say something or do something positive that can impact a person's life for a lifetime.

- ◆ Dr. Fletcher's sharing Mary Bethune's Last Will and Testament was the highlight of his lecture for me. The reason being not only the content of her will but also the fact that he met and was inspired by someone who also inspired me, Several years later. The first autobiography I ever read was entitled "Mary McLord Behtune: She Wanted to Read". It was after reading that book , which was also the first book that I every read which had images that resembled me, that I decided that I was going to college.
- ◆ Where we are today as far as achieving our civil rights goals and where he thought we would be in the future. Also his view that corporate America now needs to step forward to do their part to help the civil right movement succeed.
- ◆ I was impressed with the entire presentation; but was especially interested in his comment about lessons for life specifically. I have given a lot of thought to his discussion about making the most of my time by working to develop areas of spiritual fulfillment in my life also.
- ◆ His positive outlook and prospective gained from experience.
- ◆ I really enjoyed the historical aspect of his presentation. I though this was an extremely interesting presentation and would definitely go to hear him speak again.
- ◆ He provides historical prospective and clarity. He defined the civil rights movement in a way I had not heard of before. A movement to put laws in force which could then be used to change the culture or to change the way of thinking and acting. Also his comments on local responsibility and involvement were valuable and practical.
- ◆ Every word was valuable. I have always heard the ideal of teaching other how to fish vs. just giving them a fish. Dr. Fletcher exemplifies this philosophy., and makes it clear that each of us can follow his lead and really make a difference
- ◆ All of his remarks, everything he said; in particular the key things that had to happen to produce results 20 years later. Also his description of the role for corporate American today.
- ◆ Everything he spoke about was important. He gave me hope and inspiration for the future.

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- ◆ His personal history, The influence of Mary McLeod Bethune. She must be smiling down from on high because of the impact she obviously had on the good doctor and the work he is doing to carry on where she left off. His efforts to change legislation and why that was so important. His efforts and success in enforcing the civil rights legislation and his words on our collective responsibilities.
- ◆ Everything he said was important.
- ◆ The background on how the Equal Rights Movement came about. It was fascinating and the results of it affected my life 30 plus years later.
- ◆ His personal experiences are an examples of why one should never give in, give up , or quite.
- ◆ The historical perspective. Why? Because it helps us understand why Affirmative Action and other laws were introduced and why we need such laws, and how it relates to global competitiveness in the future.
- ◆ The historical facts was very interesting in that it initiated laws for the civil right programs of today

◆ WHAT TOPICS WERE LEAST VALUABLE? WHY?

I valued the whole talk

- ◆ It was a excellent presentation. I valued it all.
- ◆ None. He made sense from start to finish. I valued every word.
- ◆ It was all good. He was a very good speaker.
- ◆ Not any. The longer he talked the more sense he made.
- ◆ None. All of his topics were informative and gave the audience something to think about.
- ◆ The audience question and answer session. I only though one question was all that helpful. Be Dr. Fletcher can't answer the good questions if they are not ask.

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- ◆ Everything the good doctor said made sense. I wouldn't change a thing. I would give him more time to respond to questions from the audience. He needs 90 minutes to 2 hours to drive his points home.
- ◆ His was useful information. He should have had more time for questions and answers. He's a excellent speaker. But he's at his best when he's teaching. That comes through when he's answering questions.
- ◆ Nothing. Don't change a thing. Just give him more time next time.
- ◆ Don't change anything. He said he's 74 plus years old. Its obvious that he's been making presentation like he did for us today for a long time. You don't get that good over night. Where has he been and why are we just now learning about his work?
- ◆ Don't change a thing. I saw years of experiences and wisdom in action this morning. He makes more sense in one presentation than all of the civil rights activist, put together, could make in a month. Bring him back again.
- ◆ He convinced me that America is slowly but surely winning the civil rights struggle. He makes sense. More people should hear him. He shouldn't change a thing.
- ◆ America's educators and parents should listen, take notes and follow his lead, when he talks about the value of an education and the role it plays in producing world class human capital.
- ◆ If the education industry would listen to him and act when he talks about the value and role of an education, we would have a workforce that is beyond compare.
- ◆ Everything he said was valuable.
  
- ◆ His was the first truly color blind presentation that I have every heard. He connected with and reached us all, race, color, gender, etc.
- ◆ Everything Dr. Fletcher discussed was valuable, including the history lesson and recommendation for living more productive lives.

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- ◆ I would not change anything. All topics were valuable.
- ◆ All topics were important. I would not change a thing
- ◆ His message content was on target and hung together like links in a chain. He shouldn't change anything.
- ◆ He shouldn't change the content of his message and should have had more time to answer questions.
- ◆ There was not one moment where I felt his topics to be less valuable. Dr. Fletcher is a national human treasurer. He is living American History.
- ◆ All of his topics were on the mark. If more people could hear him he would keep making a difference in American culture.
- ◆ I found it all valuable.
- ◆ All that he said had value. I would have liked to have heard more..
- ◆ Now I know what people mean when they call someone a master teacher. His ability to teach, to communicate his thoughts, experiences, and lessons of life is overwhelming.

◆ WHAT SUGGESTIONS DO YOU HAVE FOR ADDITIONAL EVENTS OR SPEAKERS TO CONTINUE SAFECO'S DIVERSITY INITIATIVE?

- ◆ I enjoyed the earlier presentations by Living Voices. Can we bring them back.
- ◆ Keep it up. This was a great presentation and free wheeling discussing. It makes me very pleased to work for a company that takes its social responsibility seriously.
- ◆ Bring Dr. Fletcher back again and give him more time. Few people get to hear a man who has advised 4 presidents, and worked in the upper levels of government as he has, and is as unaffected and down to earth and willing to share as he is.
- ◆ How about an event with a speaker presenting facts instead of myths about African American ethnic groups. For example most people believe that the majority of people on welfare are Blacks. The facts are that they only represent a small percentage.
- ◆ More like Dr. Fletcher. He's a compelling example of a Black American achiever. Or better yet, he's a compelling example of a achiever color notwithstanding.
- ◆ Any person(s) that has been through life and knows the difference in the concept of diversity.
- ◆ Dr. Fletcher was great. Very inspirational. He really gives you hope. More of the same
- ◆ Forget those plays - bring in speakers like Dr. Fletcher. He was magnificent. Congratulations to the management of SafeCo, for bring him here. He was an inspiration to all employees who saw him. Hay! We have him here-why didn't you do a presentation at SafeCo's central district facility in the evening and invite members of the community-sponsored by SafeCo. Think marketing-public relations.

- ◆ Bring in plays from local schools. For example a performance by Garfield High School Jazz Band.
- ◆ Thanks to Joan for inviting Dr. Fletcher to our company. It was an honor for me to hear him talk and see his passion in action. It's a honor to see such a great man in person. This does have a profound effect on me.
- ◆ I don't have any suggestions but I do appreciate all the education I'm receiving via the speakers and living voices.
- ◆ This was by far one of the best events to date in promoting diversity. I think having a speaker makes issues more real than watching videos on similar issues. I would strongly discourage the timing system that was used with Dr. Fletcher. It was quite distasteful and distracting to see that he was being encouraged to stop when he clearly had a captive audience and it was during lunch and not during peak meeting or business time. I'm referencing the 30, 5, and 1, minute signs that were held up while he was speaking.
- ◆ When SafeCo, brings a speaker of Dr. Fletcher's caliber to address our employees the event planner should arrange for them to speak and answer questions for 90 minutes or more.
- ◆ The question and answer session was just getting good when time ran out. When you have a speaker that good and with as much information as Dr. Fletcher, has to share, he should receive pertinent questions before hand. That way he/she could structure the answers into the presentation before hand.
- ◆ Just make sure that future speakers are as informed, articulate and giving as Dr. Fletcher.
- ◆ This guy was fantastic! Please bring him back. I feel honored to have been able to hear his story. I would like to hear from anyone who has made a difference and makes others want to try to do the same. This was perhaps the most inspirational talk I have heard at SafeCo, in my ten years of working here. I have a lot to do and going forward. This man has made a huge difference and he told us how we can too.
- ◆ Please bring back this amazing man.
- ◆ Bring people of other ethnic background, socioeconomic levels, handicapped, sexual orientation, etc., to speak.

- ◆ I would like to hear from some outstanding women who have made their marks as pioneers in some way. Been successful in non-traditional roles. PS. Dr. Fletcher was enjoyable, a enjoyable speaker. He was wonderful to listen to. He connected with everyone well.
- ◆ I have always admired Jessie Jackson. He would be a excellent complement to Dr. Fletcher. Governor Locke or His wife would be excellent as well.
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- ◆ Bring more speakers of this type. Also, if would be nice if more of the managers, supervisors, and those who make staffing decision in various departments would attend these presentations.
- ◆ Continue having more speaker of this caliber.

WHAT DO YOU PLAN TO DO DIFFERENTLY, IF ANYTHING, AS A RESULT OF ATTENDING DR. FLETCHER'S PRESENTATION?

- ◆ I want to learn more about what Safeco is doing in the inner cities of the country. I also want to use my education more in the community.
- ◆ My view on who's responsible for any advancement I make in the future. As he said, America is a self help/match assistance with effort country. The laws are now on the books. That being the case, minorities and women can now help them selves, and corporate America and its employees can match assistance with the efforts that inner city residence make to help themselves. Therefore its up to use, and not the government, to make change happen.
- ◆ I'll look harder for logical way to get involved in SafeCo's inner city project in Seattle and look for similar opportunities in other cities where we are located.
- ◆ I have always oppose hatred, bigotry, intolerance and racism in various aspect of American life. However, now that I have heard Dr. Fletcher, I'll continue to oppose these things harder than ever.
- ◆ I'll renew my focus on employment ethics, courage, learning and awareness on diversity issues.
- ◆ I will strive to make a difference in my life and my community now that he has demonstrated that one person can make a difference and change a nation's entire workforce and workplace culture.
- ◆ At the stage of my life that I am currently in, I do not have much time to help. But in the next couple of years, as I enter law school, I plan on getting the education needed to provide some real help and develop the courage to use that education.
- ◆ I want to concentrate on the idea of my gift that Dr. Fletcher talked about. I want to find out what it is, develop it, and use it. I will think about courage too. Dr. Fletcher, talked about how SafeCo is a forward thinking company by having the store front in the Central District. Because he said that, I feel proud to be working at this company.
- ◆ I will stay positive as a black person and be enthused about life and living. I will believe that change will keep coming regarding civil rights and equality for all. I'll also take more

advanced education classes and keep seeking training opportunities that will empower my gift, and use it to improve my productivity, and enhance the quality of life that I am my family experiences.

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