*Ally Workshop: Men Allies for Gender Equity*

*ASEE Men Only Session*

June 25th, 2017

Attendance

10 men attended the training and 10 completed evaluations.

* Seven (70.0%) identified themselves as faculty members, one (10.0%) as an administrator, one (10.0%) as a staff member, one (10.0%) as a graduate student/student.

Quantitative Results from the Evaluation Form

**I feel that my knowledge of unconscious gender bias and its impact on the campus climate has increased after today's workshop.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 8 | 80.0 | 80.0 |
|  | Strongly Agree | 2 | 20.0 | 100.0 |
|  | Total | 10 | 100.0 |  |

**I will be able to use the information that I learned today in my work.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 2 | 20.0 | 20.0 |
|  | Strongly Agree | 8 | 80.0 | 100.0 |
|  | Total | 10 | 100.0 |  |

**I will be able to implement new strategies to promote a more equitable climate for women faculty at my institution as a result of my participation in this workshop.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 4 | 40.0 | 44.4 |
|  | Strongly Agree | 5 | 50.0 | 100.0 |
|  | Missing Data | 1 | 10.0 |  |
| Total | | 10 | 100.0 |  |

**The training was clear and well-organized.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 5 | 50.0 | 50.0 |
| Strongly Agree | 5 | 50.0 | 100.0 |
| Total | 10 | 100.0 |  |

**I would recommend this training to others.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 4 | 40.0 | 40.0 |
|  | Strongly Agree | 6 | 60.0 | 100.0 |
|  | Total | 10 | 100.0 |  |

**I am personally committed to addressing issues of gender bias and discrimination experienced by women faculty at my institution.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 3 | 30.0 | 33.3 |
| Strongly Agree | 6 | 60.0 | 100.0 |
|  | Missing Data | 1 | 10.0 |  |
| Total | | 10 | 100.0 |  |

**How would you rate the overall quality of this training?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Above Average | 5 | 50.0 | 55.6 |
| Excellent | 4 | 40.0 | 100.0 |
|  | Missing Data | 1 | 10.0 |  |
| Total | | 10 | 100.0 |  |

Qualitative Results from the Evaluation Form

1. What questions do you still have about being an ally for gender equity after attending this workshop? Please list any areas of the workshop that you would like to receive additional information about or that need further clarification.

* In my state, preference based on gender is illegal. In the hypothetical hiring case in my state, the suggestion to break a tie to the woman would be illegal. How should people in my state deal with this point?
* None.
* How to convince faculty who dismiss the literature on impact bias.
* More detailed strategies for support.
* How (if) does ethnicity conflate the issue.
* I need to dig into the literature more.
* How to properly address colleagues in the workplace that are not acting as allies.

1. What do you think were the most helpful or valuable aspects of the workshop you attended today?

* Discussion, data, resources.
* Specific strategies. Excellent overview of the issues.
* Acquainting us with the literature on the gender bias.
* Literature and small group discussions.
* Small group conversations.
* The hiring scenario discussion.

1. What is one strategy you have learned today that you will be able to implement to promote a more equitable campus climate for women faculty?

* Resource to use in future intervention.
* Speak up and call men out when they engage in gender bias.
* Asking women about climate.
* Speaking on behalf of my female colleagues, calling out behavior.
* Tips for advocating to men.
* Diversity does not mean sacrificing excellence.

1. How could this workshop be improved to be more beneficial to you?

* Wonderful, no need.
* More time for group processing/reflection.
* More detailed strategies.
* Longer, more conversation.
* Less text on slides.
* I think it could include women, and still be directed towards men.
* Let it have the full amount of time needed (was shortened to 75 minutes).