*Ally Workshop: Men Allies for Gender Equity*

*ASEE Mixed Gender Session*

June 25th, 2017

Attendance

37 individuals (24 women and 13 men) attended the training and 29 completed evaluations.

* Of those completing evaluations, 12 (41.4%) identified themselves as a graduate student/student, 10 (34.5%) as faculty members, two (6.8%) as administrators, one (3.4%) as a staff member, and four (17.2%) as other, including PD provider, museum education/PD provider, postdoctoral non-tenure track faculty, and Professor Emeritus.
* Of those completing evaluations, 20 (69.0%) identified themselves as women and nine (31.0%) as men.

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 |
|  | Disagree | 1 | 3.4 | 3.4 |
| Agree | 10 | 34.5 | 37.9 |
| Strongly Agree | 17 | 58.6 | 96.6 |
| N/A | 1 | 3.4 | 100.0 |
| Total | 29 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 12 | 41.4 | 41.4 |
| Strongly Agree | 17 | 58.6 | 100.0 |
| Total | 29 | 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 |
|  | Disagree | 1 | 3.4 | 3.4 |
| Agree | 12 | 41.4 | 44.8 |
| Strongly Agree | 11 | 37.9 | 82.8 |
| N/A | 5 | 17.2 | 100.0 |
| Total | 29 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 8 | 27.6 | 27.6 |
| Strongly Agree | 20 | 69.0 | 96.6 |
| N/A | 1 | 3.4 | 100.0 |
| Total | 29 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 5 | 17.2 | 17.9 |
| Strongly Agree | 23 | 79.3 | 100.0 |
|  | Missing Data | 1 | 3.4 |  |
| Total | | 29 | 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 |
|  | Strongly Disagree | 1 | 3.4 | 3.4 |
| Agree | 6 | 20.7 | 24.1 |
| Strongly Agree | 20 | 69.0 | 93.1 |
| N/A | 2 | 6.9 | 100.0 |
| Total | 29 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Average | 1 | 3.4 | 3.7 |
| Above Average | 7 | 24.1 | 29.6 |
| Excellent | 19 | 65.5 | 100.0 |
|  | Missing Data | 2 | 6.9 |  |
| Total | | 29 | 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.

* I have been following the work at NDSU for a few years has any of your work been done with students as well as faculty?
* Not applicable.
* I would love to have explicit suggestions on how to speak up in the moment when I witness bias.
* None.
* Not applicable.
* Not applicable.
* How would you steer away from “gender blindness?” like when we get to the point where we remove gender from the conversation? (similar to “color blindness”).
* 1) How we to address advocacy reward mismatches between men and women advocating for diversity? 2) How do we balance the privileged with the pragmatic.
* What actions/responses can we take when we identify biases?
* Not applicable.
* Best practices and behaviors.
* Practice tips on speaking up when see issues.

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

* Data, resources, examples.
* Discussion regarding if there is disadvantage there is advantage.
* Conversations at table.
* The examples of chilly climate was great.
* The research was valuable because it gave numbers and data to show this is “real.”
* The statistics presented and the research.
* The stats they were very eye opening.
* The literature highlighted that supported the content.
* Mix of research support for ideas with actionable thoughts.
* Knowing it is okay to nominate yourself for an award of excellence. Magic # 30/70. The daily experience.
* Seeing other people engage with this and knowing there are other allies out there. Community.
* Seeing the male perspective.
* The ability to share these ideas/the program with colleagues.
* The foot noted slides and the fact that they will be provided to the participants.
* Having women here as part of the workshop.
* Discussions, slides with statistics had impact (as an engineer).
* Scenarios/discussions.
* I study cognitive bias as part of my research, but I still enjoyed it. I think having women in the workshop was a valuable aspect.
* Internet links.
* Awareness of implicit bias.
* Example response when a colleague makes an offensive comment (I came late).
* The positive effect of having male faculty running this kind of workshop.

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?

* Advocate for women by serving on committees.
* Asking people to repeat offensive comments.
* I will go out of my way to discuss my colleagues’ career paths more than just their personal life.
* “Can you say that again?” when aggressive comments are made.
* “Could you say that again?” will be a tactic I use in certain situations.
* Start applying simple steps to build “habit” and behavior.
* Don’t need to use qualifiers in writing a letter of recommendation. Be involved as the “diverse” person of the committee and stand up to ensure good practice.
* Different ways of advocating.
* Could you repeat that?
* The response to ask people who say offensive things to repeat themselves to help other people recognize instances of bias.
* “Could you say that again” “I actual think she…”
* Calling out implicit bias.
* Ask men how they feel about these issues.
* “Could you say that again?”
* Focus on qualities and qualifications rather than on gender.
* Increased awareness of issues.

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

* Not applicable.
* More time.
* Would love to have more time to have group discussions and practice scenarios.
* It’s great as is.
* Tell us in the beginning that we will get the slides so we aren’t scrambling to write ☺.
* Next level of next steps for interactions.
* Very good – maybe an exception for a full two hours.
* More females involved in the presentation? But I liked hearing males recognize the privilege of being male and that point of view. Thank you!
* Make it more widely available.
* More time for solutions.
* Not applicable.
* More time for discussion.
* Longer, more exercises.
* Roleplay scenarios gender of characters and switching the gender of characters to highlight the difference in climate.
* With more interactive session but this workshop was excellent for the given time.
* More current citations – I was often distracted by wondering if the result was still valid. I would have liked the slides on hand to jot down notes.