*Ally Workshop: Men Allies for Gender Equity*

*ASEE Mixed Gender Session*

June 27th, 2017

Attendance

16 individuals (11 women and 5 men) attended the training and 12 completed evaluations.

* Of those completing evaluations, seven (58.3%) identified themselves as faculty members, three (25.0%) as an administrator, and two (16.7%) as student/graduate student.
* Of those completing evaluations, nine (75.0%) identified themselves as women and three (25.0%) 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 | 8.3 | 8.3 |
| Agree | 5 | 41.7 | 50.0 |
| Strongly Agree | 4 | 33.3 | 83.3 |
| N/A | 2 | 16.7 | 100.0 |
| Total | 12 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 8 | 66.7 | 66.7 |
| Strongly Agree | 4 | 33.3 | 100.0 |
| Total | 12 | 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 | 7 | 58.3 | 63.6 |
| Strongly Agree | 2 | 16.7 | 81.8 |
| N/A | 2 | 16.7 | 100.0 |
|  | Missing Data | 1 | 8.3 |  |
| Total | | 12 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 3 | 25.0 | 25.0 |
| Strongly Agree | 9 | 75.0 | 100.0 |
| Total | 12 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 2 | 16.7 | 16.7 |
| Strongly Agree | 10 | 83.3 | 100.0 |
| Total | 12 | 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 | 1 | 8.3 | 8.3 |
| Strongly Agree | 11 | 91.7 | 100.0 |
| Total | 12 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Average | 1 | 8.3 | 10.0 |
| Above Average | 2 | 16.7 | 30.0 |
| Excellent | 7 | 58.3 | 100.0 |
|  | Missing Data | 2 | 16.7 |  |
| Total | | 12 | 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.

* None I have done a number of these.
* How to get men into this workshop.
* I am curious about how you recruit/incentivize/force men to attend workshops on campuses.
* None.
* How can you tell your department head that diversity is needed in the department?
* More strategies for developing allies.

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

* Discussion.
* Educating those who do not have this.
* Chilly climate examples.
* Perception versus reality, 70% to 30% conversation dominance in conversation.
* Exercises and recap after each.
* Data, examples, chance to discuss.
* Awareness!

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?

* None I have done a number of these.
* Ask, could you repeat what you said? When something offensive is said.
* “Did you just say what I think you just said?”
* Addressing wrongs in the moment.
* We do similar workshops on our campus (not just for men) through our ADVANCE grant. I learned some new things here. Thank you.
* Examples to quickly address when someone says something inappropriate.
* Encourage men to be allies.
* Data, references and need to develop.

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

* None I have done a number of these.
* More concrete ways to make change.
* More often, share with female facilitators. You listed sexes when you asked for gender identification. Use ‘other’ to include all sexes.
* Longer.