**Advocate Training**

**Ohio State University**

**April 14 and 15, 2016**

Attendance

Ten evaluations were completed.

* One (10.0%) participant identified as a faculty member and nine (90.0%) as administrators.

Quantitative Results from the Evaluation Form

**I feel that as a group of Advocates, we have been able to develop an effective mission statement to guide our efforts to improve the climate for women faculty.**

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

**I feel that as a group of Advocates, we have the skills necessary to develop an intentional meeting structure to deepen our understanding and awareness of gender equity issues.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 1 | 10.0 | 10.0 |
| Agree | 3 | 30.0 | 40.0 |
| Strongly Agree | 6 | 60.0 | 100.0 |
| Total | 10 | 100.0 |  |

**I feel that as a group of Advocates, we have developed a detailed action plan to guide our activities as group.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 1 | 10.0 | 10.0 |
| Agree | 5 | 50.0 | 60.0 |
| Strongly Agree | 4 | 40.0 | 100.0 |
| Total | 10 | 100.0 |  |

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

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

**I feel that my knowledge of male privilege and its impact on university climate has increased after this training.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 1 | 10.0 | 10.0 |
| Agree | 6 | 60.0 | 70.0 |
| Strongly Agree | 3 | 30.0 | 100.0 |
| Total | 10 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 3 | 30.0 | 30.0 |
| Strongly Agree | 7 | 70.0 | 100.0 |
| Total | 10 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | 2.50 | 1 | 10.0 | 10.0 |
| Agree | 1 | 10.0 | 20.0 |
| Strongly Agree | 8 | 80.0 | 100.0 |
| Total | 10 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Average | 1 | 10.0 | 10.0 |
| Above Average | 5 | 50.0 | 60.0 |
| Excellent | 4 | 40.0 | 100.0 |
| Total | 10 | 100.0 |  |

Qualitative Results from the Evaluation Form

1. What questions do you still have about being an Advocate? Please list any areas of the training that you would like to receive additional information about or that need further clarification.

* Specific plans for OSU program 🡪 making good progress but more to be done.
* Some detailed action plans and timetable.
* Depth of knowledge of action items.
* Want to see how the program settles out.
* Theory of change that underlies this effort.
* Implementation strategy is unclear –need to establish buy-in. Essential (and difficult).
* My concern is about workload and the emotional drain that may result.

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

* Discussion with colleagues guided by experts.
* Building a community of advocates – I didn’t know many in our cohort and this was a good team-building time.
* Meeting others struggling with this issue.
* Dialog letting the group come together.
* Much better understanding of the issues and challenges.
* Mixture of presentation and dialogue.
* Identifying a cohort to work with.
* The development of an actionable plan to address inequity.
* The list of actions one can do daily.

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

* Roll out allies training on large scale at OSU.
* Letter of recommendation bias.
* Just making time to listen to my women faculty.
* Communicating approaches to administration on policy enforcement.
* Look for opportunities to create mandates for training.
* Not sure – communication to units will be key.
* Forming a women’s advisory group in my department.
* Engaging female faculty in professional and research conversation.

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

* Info on federal, state, ethics policies.
* Need to retire plans.
* I would like to see more detailed examples of how other advocate groups train allies.
* No thoughts now. Very well done.
* I had no idea what I was getting into – and I’m still a bit unclear. It’s a voyage of exploration – perhaps necessary, but it’s good to know how to be better prepared.
* Address if/how to be more inclusive of URMs.

1. Please provide any additional comments you have about this training below or on the back of this page.

* Not sure I was aware of what was going to be expected as part of this commitment. This is quite a role to take on.
* Timing was appropriate, not too long.
* Well done. Thank you.