**Advocate Training**

**Rochester Institute of Technology**

**March 3 and 4, 2016**

Attendance

Nine evaluation forms were completed for the training.

* Eight (88.9%) participants identified as faculty members and one (11.1%) as an administrator.

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 | 3 | 33.3 | 33.3 |
| Strongly Agree | 6 | 66.7 | 100.0 |
| Total | 9 | 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 |
|  | Agree | 7 | 77.8 | 77.8 |
| Strongly Agree | 2 | 22.2 | 100.0 |
| Total | 9 | 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 | 3 | 33.3 | 33.3 |
| Agree | 6 | 66.7 | 100.0 |
| Total | 9 | 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 | 6 | 66.7 | 66.7 |
| Strongly Agree | 3 | 33.3 | 100.0 |
| Total | 9 | 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 | 2 | 22.2 | 22.2 |
| Agree | 4 | 44.4 | 66.7 |
| Strongly Agree | 3 | 33.3 | 100.0 |
| Total | 9 | 100.0 |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Disagree | 2 | 22.2 | 22.2 |
| Agree | 5 | 55.6 | 77.8 |
| Strongly Agree | 2 | 22.2 | 100.0 |
| Total | 9 | 100.0 |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Agree | 5 | 55.6 | 62.5 |
| Strongly Agree | 3 | 33.3 | 100.0 |
|  | Missing Data | 1 | 11.1 |  |
|  Total | 9 | 100.0 |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Average | 4 | 44.4 | 50.0 |
| Above Average | 2 | 22.2 | 75.0 |
| Excellent | 2 | 22.2 | 100.0 |
|  | Missing Data | 1 | 11.1 |  |
|  Total | 9 | 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.
* Clarification on confidentiality issues on conversations with women (re: Title IX).
* Scope of action plans.
* I would have liked to know more about the stories of gender inequity at RIT.
* I feel empowered to take it from here.
* Specifics of what is expected and additional training.
1. What do you think were the most helpful or valuable aspects of the training you attended?
* Owning our mission (and knowing what to put in).
* Discussion.
* Discussions about the need to act.
* Open discussion that provided men the opportunity to share experiences.
* The group discussions.
* Experience of facilitators.
* Talking with the other advocates and trying to identify our task.
* Best thing was to read the first 2 chapters of The Gender Knot.

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?
* Listen systemically.
* Listening to women’s concerns.
* Act as an agent of change and not the principal.
* LISTEN!
* Talk to women faculty to hear their concerns.
* Not a thing comes to mind.
1. How could this training be improved to be more beneficial to you?
* Include staff and students in “women whom we support.” Are staff and students the “new women?”
* None.
* Have discussions on key inequity issues (supported by data) at RIT.
* Not sure…maybe cut off mission and goals sooner and allow to be finished later. WIP.
* More structure.
* More focus on what the research finds on gender.
* Set stuff for homework (separate, write, bring back to group) rather than retain the approach of endless circular discussion.
1. Please provide any additional comments you have about this training below or on the back of this page.
* Good stuff.
* The process was frustrating to me. I would have preferred there to be a higher intensity of learning.