**Ally Training**

**The Ohio State University**

**March 30, 2017**

Attendance

Six individuals attended the training and five completed evaluations.

* All five (100%) participants identified as faculty members.
* Five (100.0%) reported that their department chair had encouraged them to attend the training, two (40.0%) said their dean, two (40.0%) said a colleague, two (40.0%) reported that they had encouraged themselves to attend, and four (80.0%) said an advocate/ally encouraged him to attend the training.

Quantitative Results from the Evaluation Form

**My knowledge of unconscious gender bias and its impact on the campus climate has increased after today's training.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Agree | 5 | 100.0 | 100.0 |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Agree | 5 | 100.0 | 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 training.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Disagree | 2 | 40.0 | 40.0 |
| Agree | 3 | 60.0 | 100.0 |
| Total | 5 | 100.0 |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Agree | 3 | 60.0 | 60.0 |
| Strongly Agree | 2 | 40.0 | 100.0 |
| Total | 5 | 100.0 |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Disagree | 1 | 20.0 | 20.0 |
| Agree | 4 | 80.0 | 100.0 |
| Total | 5 | 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 | 60.0 | 60.0 |
| Strongly Agree | 2 | 40.0 | 100.0 |
| Total | 5 | 100.0 |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Above Average | 4 | 80.0 | 80.0 |
| Excellent | 1 | 20.0 | 100.0 |
| Total | 5 | 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 training? Please list any areas of the training that you would like to receive additional information about or that need further clarification. Your suggestions will be used to structure future meetings for Allies.
* Some sort of follow-on meeting. Not sure what it should focus on, but something that keeps this toward the forefront rather than being pushed down in the stack by new things that inevitably come up.
1. What do you think were the most helpful or valuable aspects of the training you attended today?
* Raising of awareness of various issues, and discussion that lead to actionable changes I might be able to implement.
* Raising awareness. Discussion of issues.
* Hearing written statements from women about their experience with gender bias.
* 1) Reading anonymous quotes and reflecting on them. 2) Simply making conscious decision to reflect on issues.
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?
* Being more in tune to inequities in participation of women in meetings, and trying to act to address them.
* Ask female faculty about this issue.
* Remember times when I have felt the victim of some kind of bias.
* In staff meetings, promote speaking and listening patterns that are more inclusive of a variety of communication styles.
1. How could this training be improved to be more beneficial to you?
* I would suggest this training be two sessions, one with only males and then with the same group of males talking with a group of females.
* Conclude discussion by creating, in group discussion, a \*specific\* list of actions (small or large).