**Ally Training**

**The Ohio State University**

**November 14, 2016**

Attendance

Nine individuals attended the training and five completed evaluations.

* Two (40.0%) participants identified as faculty members and three (60.0%) identified as an administrator.
* One (20.0%) reported that his department chair had encouraged him to attend the training, three (60.0%) reported that their dean had encouraged them to attend the training, and one (20.0%) reported that he had encouraged himself to attend.

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 | 4 | 80.0 | 80.0 |
| Strongly Agree | 1 | 20.0 | 100.0 |
| Total | 5 | 100.0 |  |
| **I will be able to use the information that I learned today in my work.** | | | | | |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 2 | 40.0 | 40.0 |
| Strongly Agree | 3 | 60.0 | 100.0 |
| Total | 5 | 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 | 1 | 20.0 | 20.0 |
| Agree | 2 | 40.0 | 60.0 |
| Strongly Agree | 2 | 40.0 | 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 |
|  | Agree | 3 | 60.0 | 60.0 |
| Strongly Agree | 2 | 40.0 | 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 | |
|  | Strongly Agree | 4 | | 80.0 | | 80.0 | |
| N/A | 1 | | 20.0 | | 100.0 | |
| Total | 5 | | 100.0 | |  | |
| **How would you rate the overall quality of this training?** | | | | | | | | |
|  | | | Frequency | | Percent | | Cumulative Percent |
|  | Average | | 1 | | 20.0 | | 20.0 |
| Above Average | | 2 | | 40.0 | | 60.0 |
| Excellent | | 2 | | 40.0 | | 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.

* Specific examples for proactively changing the conversation.
* Much of the most important information today was on implicit bias, with very clear examples (especially resume evaluation). I am interested in much more detail, especially in academia.
* I still am searching for concrete steps that I can take to be a more effective ally for gender equity.

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

* The discussions.
* Awareness, discussion, other points of view.
* The discussions around the nice presentation. This triggered many realizations and ideas that went well beyond what I already knew.
* The data presented that demonstrated that most of us, including women, have a gender bias. I also found helpful the specific comments from women faculty about their experiences.

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?

* There's a need to be more upfront about advocating for recognition of these biases and addressing them.
* Notions about privilege and how to use that to help everyone succeed.
* Discussion, discussion, discussion. We can't wait until we're making a decision; the groundwork must be laid and that takes time.
* To remember that these implicit bias exist and we need to acknowledge them.

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

* Having a larger group; we had only a handful, and we need a majority.
* I wouldn't change the session. I'd like more advanced sessions. The only important thing we missed today was faculty who resists these ideas; they just didn't come.
* As in a previous comment, I feel like the session helped demonstrate the problem but concrete suggestions for how to improve the situation were lacking. I still feel unsure about what I am supposed to do to address the problem.