**Ally Training**

**Rochester Institute of Technology**

**March 3, 2016**

Attendance

Nineteen evaluations were completed.

* Fourteen (73.7%) participants identified as faculty members and five (26.3%) as administrators.
* Three (15.8%) said department chair encouraged them to attend the training, two (10.5%) said a dean, four (21.1%) said a colleague, two (10.5%) said an Advocate or Ally, one (5.3%) said an Advance co-PI, and 11 (57.9%) said themselves.

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 training.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 2 | 10.5 | 10.5 |
| 2.50 | 1 | 5.3 | 15.8 |
| Agree | 11 | 57.9 | 73.7 |
| Strongly Agree | 4 | 21.1 | 94.7 |
| N/A | 1 | 5.3 | 100.0 |
| Total | 19 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 1 | 5.3 | 5.3 |
| Agree | 8 | 42.1 | 47.4 |
| Strongly Agree | 8 | 42.1 | 89.5 |
| N/A | 2 | 10.5 | 100.0 |
| Total | 19 | 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 | 10.5 | 11.1 |
| Agree | 10 | 52.6 | 66.7 |
| Strongly Agree | 4 | 21.1 | 88.9 |
| N/A | 2 | 10.5 | 100.0 |
|  | Missing System | 1 | 5.3 |  |
| Total | | 19 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 11 | 57.9 | 57.9 |
| Strongly Agree | 8 | 42.1 | 100.0 |
| Total | 19 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 1 | 5.3 | 5.3 |
| Agree | 9 | 47.4 | 52.6 |
| Strongly Agree | 9 | 47.4 | 100.0 |
| Total | 19 | 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 | 2 | 10.5 | 10.5 |
| Strongly Agree | 17 | 89.5 | 100.0 |
| Total | 19 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Average | 6 | 31.6 | 35.3 |
| Above Average | 8 | 42.1 | 82.4 |
| 4.50 | 1 | 5.3 | 88.2 |
| Excellent | 2 | 10.5 | 100.0 |
|  | Missing Data | 2 | 10.5 |  |
| Total | | 19 | 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.

* Allyship and advocacy beyond M/F binary. e.g. LGBTQ.
* I recognize the challenge of this, but restricting gender to discussions of men/women is fairly binary.
* Perhaps more time for last portion – suggested practical actions to take. Ideas on how to build skills.
* While gender equity is important, how do you balance it with equity for other under-represented groups?
* Need more tools to address situations.
* What is the status/situation in numbers at RIT.
* One major challenge is dealing with direct opposition to diversity and keeping individuals accountable for their actions. How can you be an effective Ally/Advocate when your leadership is de facto against diversity?
* Who do I contact for “24/7” questions? Point of contact at RIT?
* How exactly to advocate and interface with organizations on campus.

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

* Resources and strategies.
* Focus on language, practice scenarios.
* Review of literature and suggested readings.
* Practical suggestions of actions to take.
* Sharing stories/examples.
* Hiring scenario case study.
* Discussions.
* Discussions.
* The discussions were valuable.
* Tips, advice 🡪 things we can do right now.
* Round table discussions.
* Data.
* Gender dialogue. References to literature.
* Data at RIT.

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?

* “1. Stand up.”
* Promoting balance between roles and power.
* Focus on listening skills in meetings and (our) interactions.
* To recognize unconscious bias in meeting, committees, letters of reference etc.
* Actively solicit input from female faculty.
* Evaluations and letters that I write/read.
* Offering to represent gender equality even though I am a man.
* Think about words before you use them or write them down.
* Reduce/counter micro aggressions/implicit bias.

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

* More conversation amongst colleagues about experience and strategies. Sharing our stories.
* More time – more practice scenarios. More skill development.
* Action items for allies to commit to specific actions.
* More focused group discussion.
* Perhaps provide “pre work” for attendees to read – cover some of the background information in reading.
* I am going to be an Advocate, so I will receive more information. For strictly ally training, more! Two hours is insufficient.
* More tools to deal with the fear factor as a white male encountering females in the work place.
* More case studies.
* See # 10 [Need more tools to address situations.]
* We should have this as an ongoing training during summers.
* It would be beneficial if the group could discuss or learn practical tools that could be used to assist Allies/Advocates in championing gender diversity and equity in their departments.
* A packet, worksheet … what can I hand out to my unit? What can I hand out to a search committee?
* Too much time was spent on reporting vague statistics. I would have liked to hear discussions of what actions I can take.
* More group discussions (table level).
* I’ve seen most of the studies shown today. I would have liked more discussion of strategies and a longer focus on unconscious bias. Policies are important, but I think the day-to-day stuff can still have a huge impact on climate and is harder to deal with.
* More time.
* 1. Data could be clearer and more persuasive – too much room for people to question it. 2. Address why women are ‘behind the scenes’ in not delivering the training.