**Ally Training**

**Rochester Institute of Technology**

**March 29-30, 2017**

Attendance

Twenty-four individuals attended the training and 14 completed the evaluation for this training.

* Thirteen (92.9 %) participants identified as faculty members and one (7.1 %) as an administrator.
* Five (35.7 %) said a colleague encouraged them to attend the training, one (7.1 %) said an administrator, and eight (57.1 %) said themselves.

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 |
|  | Disagree | 1 | 7.1 | 7.7 |
| Agree | 11 | 78.6 | 92.3 |
| Strongly Agree | 1 | 7.1 | 100.0 |
|  | Missing Data | 1 | 7.1 |  |
| Total | | 14 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 1 | 7.1 | 7.1 |
| Agree | 11 | 78.6 | 85.7 |
| Strongly Agree | 2 | 14.3 | 100.0 |
| Total | 14 | 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 | 7.1 | 7.7 |
| Agree | 10 | 71.4 | 84.6 |
| Strongly Agree | 2 | 14.3 | 100.0 |
|  | Missing Data | 1 | 7.1 |  |
| Total | | 14 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 3 | 21.4 | 21.4 |
| Agree | 10 | 71.4 | 92.9 |
| Strongly Agree | 1 | 7.1 | 100.0 |
| Total | 14 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 1 | 7.1 | 7.7 |
| Agree | 9 | 64.3 | 76.9 |
| Strongly Agree | 3 | 21.4 | 100.0 |
|  | Missing Data | 1 | 7.1 |  |
| Total | | 14 | 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 | 21.4 | 21.4 |
| Strongly Agree | 11 | 78.6 | 100.0 |
| Total | 14 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Below Average | 1 | 7.1 | 7.1 |
| Average | 9 | 64.3 | 71.4 |
| Above Average | 4 | 28.6 | 100.0 |
| Total | 14 | 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.

* Nothing comes to mind.
* I wonder whether we can have a discussion on how to communicate with female colleagues daily. A lot of time we speak the language that may offense to females without knowing it.
* I would like to see more discussion in the training. I would like there to be some mechanism for continuing the network of others who have become Allies through this training (past, present and future). It seemed that the Advocates (the ones who meet on a regular basis) do not help organize or connect other Allies. I would like to see the Advocate(s) from the college or department help make connections.

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

* The list of resources.
* How to "protect" or make sure female faculty have a voice during meetings, etc.
* Statistical trends over time, in terms of female/male faculty and PhD ratios.
* I already believe in the concepts presented and would like to help orchestrate change, so the most valuable aspect was seeing others who attended training and feel the same way. But here's where I think the process could be augmented by having follow-up meeting opportunities with college or department advocates.
* Awareness of the need for equity, not just equality.
* Raising discussion about unconscious bias.

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?

* I think it's just a general increase in awareness that will be most useful.
* Probably making sure the female voice will be heard.
* To speak up when a female voice is being interrupted or given less weight.
* To consider the starting point from which all faculty are starting and identify how to make equitable decisions.
* Being attentive to signs of unconscious bias.

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

* More activities to engage participants would be beneficial.
* Maybe find a way to promote and send me gender equity message to students as well.
* Include discussion of statistics for both TT and Non-TT ranks. Non-TT was not included in the presentation.
* Specific examples of cases within my department or college. I don't see the issues presented today very often in my department.
* I would have liked to have heard about the organization and the structure of the NSF funded project as an introduction. With an objective of understanding all the resources on campus through this program.
* While I agree with the need for this training, I was disappointed with the delivery. There was a lot of lecturing to individuals who already agree with the need for the training and not much in terms of discussion-led activities.
* Stronger structure, more case examples.
* Make clear what possible next steps are. I am more aware of the issues and challenges, but not clear on concrete steps to take next.
* Be more specific to faculty instead of all community. Context specific situations for faculty (mentoring women, etc.) should be discussed instead.
* I would like to understand all the resources at RIT that are available for combating gender bias through the programs funding.