**Ally Training**

**Rochester Institute of Technology**

**November 2, 2016**

Attendance

Eighteen individuals attended the training and 11 completed the evaluation for this training.

* Ten (90.9 %) participants identified as faculty members and one (9.1 %) as an administrator.
* Two (18.2 %) said a colleague encouraged them to attend the training, one (9.1 %) said an Advocate or Ally, one (9.1%) said they received an email message, and 7 (63.6 %) 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 | 3 | 27.3 | 27.3 |
| Agree | 8 | 72.7 | 100.0 |
| Total | 11 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 2 | 18.2 | 18.2 |
| Agree | 8 | 72.7 | 90.9 |
| Strongly Agree | 1 | 9.1 | 100.0 |
| Total | 11 | 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 |
|  | Strongly Disagree | 1 | 9.1 | 9.1 |
| Disagree | 2 | 18.2 | 27.3 |
| Agree | 7 | 63.6 | 90.9 |
| Strongly Agree | 1 | 9.1 | 100.0 |
| Total | 11 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Strongly Disagree | 3 | 27.3 | 27.3 |
| Disagree | 1 | 9.1 | 36.4 |
| Agree | 6 | 54.5 | 90.9 |
| N/A | 1 | 9.1 | 100.0 |
| Total | 11 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 3 | 27.3 | 27.3 |
| Agree | 7 | 63.6 | 90.9 |
| Strongly Agree | 1 | 9.1 | 100.0 |
| Total | 11 | 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 | 1 | 9.1 | 9.1 |
| Strongly Agree | 10 | 90.9 | 100.0 |
| Total | 11 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Poor | 1 | 9.1 | 9.1 |
| Below Average | 1 | 9.1 | 18.2 |
| Average | 6 | 54.5 | 72.7 |
| Above Average | 3 | 27.3 | 100.0 |
| Total | 11 | 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.

* I do not have specific questions about being an ally. As far as that part of the training was concerned, the job was well done.
* I have a difficult time and limited experience seeing instances of micro-aggressions and other problems. I could not recall an instance that really matched the examples. And it's not like I'm completely ignorant to this issue -- if somebody said "This is so easy even my wife could use it", it would be really surprising and memorable. Perhaps more examples or examples of more subtle instances would be good.
* Specific strategies for helping colleagues in different situations.
* More strategies for discussing the presence of unconscious bias with those who deny its existence.
* Specific techniques to promote open communication.
* Examples showing how bias is unconscious.

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

* That we should be proactive in working towards an environment that is more equitable.
* The information about letters of recommendation and validation of that by faculty at the meeting was very good.
* The discussions; especially where RIT faculty brought up issues and the facilitators responded.
* The open discussions and sharing.
* The question and answer portion.
* Hearing other examples of gender bias from colleagues at different career stages that I hadn't previously considered.
* Seeing there are others like me intent on helping with the cause.
* Theater performance.
* The small portion by Maureen Scully may have been the only valuable portion of the training session.

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 will make sure that I am mentoring women faculty at least as much as the men and that I'm expecting that they want more research and funding opportunities.
* Being conscious of junior faculty (especially women) power relationships in meetings.
* Strategies for speaking up when unconscious bias is present.
* Think before speaking in terms that will not offend. The use of micro-complements and recognizing micro-criticisms and call them out.
* Checking language usage, especially in recommendation letters.
* Say "ouch" when something isn't appropriate.

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

* I don't think it needs to be as long as it was to make the important point (with which I agree) that we should be proactive and more vocal in working towards making the environment more equitable.
* See "what questions".
* I think that the time would have been better spent with more discussion than with the 'players.' It was interesting, but I didn't learn anything from the dramatizations, and I did from the discussions.
* More opportunities for open discussion, Question & Answer.
* The statistics could be clearer.
* Practice intervening, with feedback, so that we are better prepared to react when faced with situations.
* It would be great to get a woman in the room to discuss other biases that we men might overlook.
* My replies are "biased" in that I unfortunately was not able to stay for the entire session and missed a great portion (the skits!).
* Institutional data (quantitative) did not support/reveal the existence of gender bias. May be better to focus upon the qualitative experience of our women colleagues to better understand where the problems lie.
* Omit the statistical portion and the acting troupe.