**Ally Training**

**University of Northern Texas**

**April 7, 2017**

Attendance

Eight men attended the training and seven completed evaluations.

* All seven (100%) participants identified as faculty members.
* Three (42.9%) reported that a department chair had encouraged them to attend the training, two (28.6%) said an Advocate or Ally, three (42.9%) said themselves, and one (14.3%) said the UNT Women’s Advisory Group.

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 | 14.3 | 14.3 |
| Agree | 4 | 57.1 | 71.4 |
| Strongly Agree | 2 | 28.6 | 100.0 |
| Total | 7 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 4 | 57.1 | 66.7 |
| Strongly Agree | 2 | 28.6 | 100.0 |
|  | Missing Data | 1 | 14.3 |  |
| Total | | 7 | 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 | 28.6 | 33.3 |
| Agree | 3 | 42.9 | 83.3 |
| Strongly Agree | 1 | 14.3 | 100.0 |
|  | Missing Data | 1 | 14.3 |  |
| Total | | 7 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 1 | 14.3 | 14.3 |
| Agree | 4 | 57.1 | 71.4 |
| Strongly Agree | 2 | 28.6 | 100.0 |
| Total | 7 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 5 | 71.4 | 71.4 |
| Strongly Agree | 2 | 28.6 | 100.0 |
| Total | 7 | 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 | 28.6 | 28.6 |
| Strongly Agree | 5 | 71.4 | 100.0 |
| Total | 7 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Average | 2 | 28.6 | 28.6 |
| Above Average | 3 | 42.9 | 71.4 |
| Excellent | 2 | 28.6 | 100.0 |
| Total | 7 | 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.

* How do we learn to recognize and name our unconscious bias? How can an analysis of that bias and our actions based on that bias help us see that we unconsciously engage in acts of discrimination?
* None.
* I think a future topic on specific strategies for dealing with various situations would be very helpful to me.

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

* Discussion among participants.
* The discussion that took place among the men in the room. I already was aware of the kinds of bias and discrimination that were discussed as part of the training and how those biases lead to acts that inhibit the hiring, mentoring, and promotion of female faculty members. Some individuals present, however, were clearly unaware of the way in which they describe what is "meritorious" as a form of bias of which they are unaware.
* Defining what an "ally" is.

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?

* The need to speak up and to serve as a vocal ally for women in my department.
* Ensuring women have an equal voice.

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

* I think it could be improved and more beneficial for everyone IF the training included an acknowledgement that everyone is biased as a result of their socialization and, whenever we act on the basis of that (often unconscious) bias, we are engaging in acts of discrimination. We need to be learned to examine our own behavior as men, and to recognize and name unconscious bias. Only then, will we be able to act as effective allies.
* Nothing comes to mind.