**Ally Training**

**University of Wyoming**

**February 18, 2016**

Attendance

Thirteen evaluations were completed.

* Twelve (92.3%) participants identified as faculty members and one (7.7%) as an administrator.
* Six (46.2%) said a colleague encouraged them to attend the training, three (23.1%) said an Advocate or Ally, two (15.3%) said themselves, one (7.7%) said themselves and a coordinator, and one (7.7%) did not respond.

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 |
|  | Agree | 5 | 38.5 | 38.5 |
| Strongly Agree | 8 | 61.5 | 100.0 |
| Total | 13 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 3 | 23.1 | 23.1 |
| Strongly Agree | 10 | 76.9 | 100.0 |
| Total | 13 | 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 |
|  | Agree | 6 | 46.2 | 46.2 |
| Strongly Agree | 6 | 46.2 | 92.3 |
| N/A | 1 | 7.7 | 100.0 |
| Total | 13 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 7 | 53.8 | 53.8 |
| Strongly Agree | 6 | 46.2 | 100.0 |
| Total | 13 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 4 | 30.8 | 30.8 |
| Strongly Agree | 9 | 69.2 | 100.0 |
| Total | 13 | 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 | 23.1 | 23.1 |
| Strongly Agree | 10 | 76.9 | 100.0 |
| Total | 13 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Average | 1 | 7.7 | 8.3 |
| Above Average | 10 | 76.9 | 91.7 |
| Excellent | 1 | 7.7 | 100.0 |
|  | Missing Data | 1 | 7.7 |  |
| Total | | 13 | 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 get our voice heard?
* What types of action can be taken to correct for known biases in supposedly neutral evaluations?
* What effort is being made to address gender equity to K-12 education students?
* Co-variates: race, indigenous culture.

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

* Examples of subtle bias.
* Scenario training.
* Specific examples.
* Awareness.
* Learning about underlying climate.
* Awareness.
* Specific examples were very helpful.
* Thinking about and visualizing biases.
* Figure out how to actually do something useful.
* 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?

* Eleven actions list was useful.
* Stand up for female faculty/staff; particularly in meetings. Be inclusive.
* Be more of an advocate for current female faculty; be careful in faculty searches in evaluating.
* Point out facts in faculty searches and PT meetings.
* Watch to ensure that women colleagues are given equal opportunity to participate in meetings.
* Speak up more as a male.
* Small tweaks to language = big aggregate effects.
* Support equal opportunity to speak.
* Being conscious of my unconscious bias and act accordingly.

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

* Speed up intro, so more can be finished.
* Less time spent on making the base bias exists (which was useful). More time on examples of bias that I might not be aware of.
* Amount of slides.
* Make the time longer – same content – to allow more work on scenarios.
* More time and more examples/solutions.
* A little longer time.
* More institutional reform suggestions.
* More directed group work.
* Allot more time. How to deal with (unbiased) under-achieving women colleagues.