

## Ally Training April 12<sup>th</sup>, 2011

### Attendance

- Fourteen individuals attended and 11 completed evaluations.
  - Ten attendees were faculty and one identified as an administrator.
  - One was encouraged to attend by a department chair, one was encouraged by a dean, three were encouraged by a colleague, and six decided to attend themselves.
  - Eight attendees found out about the training via email and three were informed by a colleague.

### Quantitative Results from the Evaluation Form

I will be able to use the information that I learned today in my work at NDSU

	Frequency	Percent	Cumulative Percent
Valid Agree	5	45.5	45.5
Strongly Agree	6	54.5	100.0
Total	11	100.0	

I feel that my knowledge of unconscious gender bias and its impact on our climate at NDSU has increased after today's training.

	Frequency	Percent	Cumulative Percent
Valid Agree	8	72.7	80.0
Strongly Agree	2	18.2	100.0
Missing Data	1	9.1	
Total	11	100.0	

I will be able to implement new strategies to promote a more equitable climate for women faculty at NDSU as a result of my participation in this training.

	Frequency	Percent	Cumulative Percent
Valid Disagree	1	9.1	9.1
Agree	6	54.5	63.6
Strongly Agree	4	36.4	100.0
Total	11	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Valid Agree	5	45.5	45.5
Strongly Agree	6	54.5	100.0
Total	11	100.0	

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Valid Agree	3	27.3	27.3
Strongly Agree	8	72.7	100.0
Total	11	100.0	

I am personally committed to addressing issues of gender bias and discrimination experienced by women faculty at NDSU

	Frequency	Percent	Cumulative Percent
Valid Agree	2	18.2	18.2
Strongly Agree	9	81.8	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 follow-up meetings for Allies.
  - Equity goes both ways.
  - Seems like Forward should be leading the fight on policy change.
2. What do you think were the most helpful or valuable aspects of the training you attended today?
  - Discussion/examples.
  - Unintended bias.
  - Insight on creating gender equal work atmosphere.
  - Intra-NDSU bias issues.
3. How could this training be improved to be more beneficial to you?
  - Follow up session.
  - Embrace disagreement on how to support women.
4. Please provide any additional comments you have about today's training and/or the FORWARD program in general on the back of this page.
  - Training was clear and well-organized but slow
  - Why do you use a 4-point scale?