

Ally Training October 11, 2011

Attendance

- Seven individuals attended and seven completed evaluations.
 - Six attendees were faculty and one was an administrator.

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 2.50	1	14.3	14.3
Agree	1	14.3	28.6
Strongly Agree	5	71.4	100.0
Total	7	100.0	

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

	Frequency	Percent	Cumulative Percent
Valid 2.50	1	14.3	14.3
Agree	3	42.9	57.1
Strongly Agree	3	42.9	100.0
Total	7	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 2.50	1	14.3	14.3
Agree	4	57.1	71.4
Strongly Agree	2	28.6	100.0
Total	7	100.0	

The training was clear and well-organized.

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

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Valid 2.50	1	14.3	14.3
Agree	1	14.3	28.6
Strongly Agree	5	71.4	100.0
Total	7	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 Strongly Agree	7	100.0	100.0

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Valid Average	1	14.3	16.7
Above Average	2	28.6	50.0
Excellent	3	42.9	100.0
Missing Data	1	14.3	
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 follow-up meetings for the FORWARD Allies.
 - Examples of FORWARD advocate/ally actions to promote gender equity.
 - How can junior faculty effectively approve senior colleagues about bias and chilly climate?
2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - The personal stories.
 - The thoughtful discussion and examples, especially regarding subtle forms of discrimination
 - The discussion on 'the flip side of discrimination' i.e., male privilege.
 - The handouts were good.
 - Seeing the extent of the problem.
3. How could this training be improved to be more beneficial to you?
 - Perhaps using gender language (men and women) rather than sex-based terms (male, female).
 - More information and dialogue. Too much felt like indoctrination. These are important issues and I would like to have more concrete info.
 - How can junior faculty effectively approve senior colleagues about bias and chilly climate?
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.
 - Very insightful, looking forward to more trainings!
 - Why do FORWARD pens have purple ink? This seems like another subtle form of bias to me (and female colleagues I've spoken with).