

**Ally Training: College of Engineering and Architecture
November 9th, 2011**

Attendance

- 12 individuals attended and 11 completed evaluations.
 - 10 attendees were faculty, one was an administrator.
 - Participants were asked who encouraged them to attend the ally training and 3 people identified their dept. head, 8 people identified their dean, and 6 identified themselves.

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	4	36.4	36.4
Strongly Agree	7	63.6	100.0
Total	11	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 Agree	4	36.4	36.4
Strongly Agree	7	63.6	100.0
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 Agree	4	36.4	36.4
Strongly Agree	7	63.6	100.0
Total	11	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Valid Agree	6	54.5	54.5
Strongly Agree	5	45.5	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	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
Valid Average	1	9.1	9.1
Above Average	5	45.5	54.5
Excellent	5	45.5	100.0
Total	11	100.0	

Qualitative Results from the Evaluation Form

1. Did you choose to sign the pledge to be a FORWARD Ally? _____ Yes _____ No
Please explain your choice to sign or not sign the FORWARD Ally pledge.
 - Yes
 - Not sure. I have overlooked an opportunity to do this. I would certainly be supportive. One of my challenges is work overload/time management.
 - Yes. Because I learn something which I probably didn't believe that much.
 - Yes. Engineering needs to do everything it can to increase gender equity.
 - Yes. I'm an ally (Already). Still came to learn more.
 - Yes. A good thing to do.
 - Yes.
 - Yes.
 - Yes. A cause worth promotion.
 - Yes.
 - Yes.

2. 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.
 - I see male students (a faction) are a significant negative factor in my department. What can we do about this? Forward training for chairs, deans & other administration.

3. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Good dialogue, sharing from my colleagues at this meeting.
 - Good stories that were assumed natural but were not and were biased.
 - The discussion was beneficial.
 - The discussion.
 - Things to improve climates.
 - Ask a woman too to address the meeting/training.
 - Stats were enlightening.

4. How could this training be improved to be more beneficial to you?
 - Rushed content AT END/Don't need to read all slides when time is short.
 - Put male and female together for discussion.
 - Identifying more unconscious bias which occurs often.
 - How might we influence male students?

5. Please provide any additional comments you have about today's training and/or the FORWARD program in general on the back of this page.
 - Mostly a review of info I've heard elsewhere. Maybe more diet pop.
 - Good speakers.