

FORWARD Ally Training **September 27th, 2012**

Attendance

- Eleven individuals attended and 11 completed evaluations.
 - Seven attendees were faculty, three were administrators, and one was a staff..
 - Four were encouraged to attend by their department chairs, seven were encouraged to attend by their deans, five were encouraged to attend by colleagues, four encouraged themselves to attend, and one attendee was encouraged by an advocate/ally. Several attendees selected more than one source of encouragement for attending the ally training.

Quantitative Results from the Evaluation Form

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
Disagree	1	9.1	9.1
Agree	8	72.7	81.8
Strongly Agree	2	18.2	100.0
Total	11	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	7	63.6	63.6
Strongly Agree	4	36.4	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
Agree	8	72.7	80.0
Strongly Agree	2	18.2	100.0
Missing Data	1	9.1	
Total	11	100.0	

The training was clear and well-organized.

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

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
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
Agree	4	36.4	36.4
Strongly Agree	7	63.6	100.0
Total	11	100.0	

Rate the overall quality of this training.

	Frequency	Percent	Cumulative Percent
Above Average	5	45.5	55.6
Excellent	4	36.4	100.0
Missing Data	2	18.2	
Total	11	100.0	

Qualitative Results from the Evaluation Form

1. Please explain your choice to sign or not sign the FORWARD Ally pledge.
 - Yes. In keeping with the above data, I hope to in some small way, at least, to change things for the better.
 - Yes. I really like the agenda.
 - Yes. Why wouldn't I! This is important to improve the campus climate for everyone.
 - Yes. I agree there are problems with Gender Equity here at NDSU and I want to be a part of the solution
 - Yes. It is important to be visible as someone who supports FORWARD's goals and the advancement of women (and all faculty)
 - Yes. I support Gender Equity

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.
 - Focus was on STEM disciplines and go over it to all consistently.
 - I still need to know a lot more, but this was a great start.
 - Some work on how to encourage recalcitrant faculty to take this type of training.
 - Concept of Ally. How one identifies as Ally/Advocate. Who identifies you as Ally/Advocate.

3. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Good data that was presented
 - Be aware of the chilly 'climate' at NDSU
 - Learning about gender bias.
 - Information about how NDSU compares to peers, especially in the region.
 - A reminder that even though we may feel we are not actually a part of the problem we need to be more active as part of the solution
 - Reinforcement of concepts I have learned elsewhere.
 - Privilege and Power

4. What is one strategy you have learned today that you will be able to implement to promote a more equitable climate for women faculty at NDSU?
 - Serve on committees for female faculty
 - Evaluating work
 - Treating women faculty fair
 - Awareness of situations that female faculty find themselves in
 - Providing materials to applicants such as childcare & LEAP grants.
 - I'm looking forward to more keenly observing our department meetings to gauge the atmosphere.
 - Asking women about their work
 - Language use

5. How could this training be improved to be more beneficial to you?
 - Focus was on STEM disciplines and go over it to all consistently.
 - Focus on specific actions – talk is necessary but not sufficient for change
 - Depth concept of Ally

6. Please provide any additional comments you have about today's training and/or the FORWARD program in general on the back of this page.
- This should not be exclusive to males.