

**FORWARD Ally Training**  
**November 16<sup>th</sup>, 2012**

Attendance

- Sixteen individuals attended and 16 completed evaluations.
  - Fifteen were faculty and one did not specify his role.
  - Twelve were encouraged to attend Ally training by their department heads, six were encouraged by their deans, seven were encouraged by their colleagues, five encouraged themselves to attend, and one was encouraged by another Advocate/Ally. Several attendees selected more than one source of encouragement.
  - Fifteen attendees chose to sign the pledge to be a FORWARD Ally.

Quantitative Results from the Evaluation Form

**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
Agree	10	62.5	62.5
Strongly Agree	6	37.5	100.0
Total	16	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	11	68.8	68.8
Strongly Agree	5	31.3	100.0
Total	16	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
Disagree	2	12.5	12.5
Agree	9	56.3	68.8
Strongly Agree	5	31.3	100.0
Total	16	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	8	50.0	50.0
Strongly Agree	8	50.0	100.0
Total	16	100.0	

**I would recommend this training to others**

	Frequency	Percent	Cumulative Percent
Agree	8	50.0	50.0
Strongly Agree	8	50.0	100.0
Total	16	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	6	37.5	37.5
Strongly Agree	10	62.5	100.0
Total	16	100.0	

**Rate the overall quality**

	Frequency	Percent	Cumulative Percent
Average	5	31.3	31.3
Above Average	6	37.5	68.8
Excellent	5	31.3	100.0
Total	16	100.0	

Qualitative Results from the Evaluation Form

1. Did you choose to sign the pledge to be a FORWARD Ally? Please explain your choice to sign or not sign the FORWARD Ally pledge.
  - Yes. I recognize the problem introduced and consider them important to express.
  - Yes. I agree with the ideals/goals of the program.
  - Yes. It's important to me and NDSU.
  - Yes. Women should be treated the same as men.
  - Yes. Equality is important.
  - Yes. As a teacher educator, equity concerns are at the fore of my practice. I want to be part of the dialogue here at NDSU.
  - Yes. Good to find a way to give a female faculty a more equitable climate.
  
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.
  - Maybe some data showing changes in campus climate since starting the program.
  - Are further trainings required to stay an Ally?
  
3. What do you think were the most helpful or valuable aspects of the training you attended today?
  - More explicit discussion of bias examples.
  - Data and discussion.
  - Views of others.
  - Examples of unconscious bias.
  - Before today I may have been unaware of a sub-conscious gender bias in a male dominant community.
  - Hearing faculty from other disciplines.
  - Discussions/conversations at the table.
  - Understand the chilly climate.
  - Data.
  - Learned more details of this program.
  - Gender bias.
  
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?
  - Stop interrupting people!
  - Being more aware of gender bias in department materials.
  - Pay more attention to written texts.
  - Be aware of unconscious bias and report it appropriately.
  - Make personal connections with women faculty, partner more with them.
  - Collaboration.
  - Communicate more with them.
  - Support female faculty.
  
5. How could this training be improved to be more beneficial to you?
  - More concrete subtle behavior that could be considered.
  - Give more examples of subtle bias.
  
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.
  - Require ALL males to participate—only way to change culture.