

FORWARD Ally Training
Colleges of Arts, Humanities and Social Sciences and Human Development and Education
February 5th, 2013

Attendance

- Twenty eight individuals attended and 21 completed evaluations.
 - Seventeen participants reported being faculty members and four reported being administrators.
 - When asked who encouraged them to attend the training, 11 (32.4%) said department chair, 17 (50%) said a dean, one (.03%) said a colleague, three (.08%) said themselves, and two (.06%) said an Advocate or Ally.
 - Nineteen (90.5%) participants reported signing the Ally pledge. Two (9.5%) did not respond.

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	4.8	5.0
Agree	17	81.0	90.0
Strongly Agree	2	9.5	100.0
Missing Data	1	4.8	
Total	21	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	1	4.8	5.0
2.50	1	4.8	10.0
Agree	15	71.4	85.0
Strongly Agree	3	14.3	100.0
Missing Data	1	4.8	
Total	21	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	4	19.0	19.0
2.50	1	4.8	23.8
Agree	14	66.7	90.5
Strongly Agree	2	9.5	100.0
Total	21	100.0	

The training was clear and well-organized

	Frequency	Percent	Cumulative Percent
Agree	14	66.7	66.7
Strongly Agree	7	33.3	100.0
Total	21	100.0	

I would recommend this training to others

	Frequency	Percent	Cumulative Percent
Disagree	2	9.5	10.0
Agree	15	71.4	85.0
Strongly Agree	3	14.3	100.0
Missing Data	1	4.8	
Total	21	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	9	42.9	45.0
Strongly Agree	11	52.4	100.0
Missing Data	1	4.8	
Total	21	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Below Average	1	4.8	4.8
Average	7	33.3	38.1
Above Average	12	57.1	95.2
Excellent	1	4.8	100.0
Total	21	100.0	

Qualitative Results from the Evaluation Form

1. Please explain your choice to sign or not sign the FORWARD Ally pledge.
 - We change embedded systems through work on the inside – count me in!
 - I did, but want to know how ‘periodic’ these sessions.
 - My field has always valued ability regardless of gender.
 - I am re-signing, I think.

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.
 - The data to support the purpose of Allies seemed a trivial to warrant saying how detrimental the climate is at NDSU. I know gender issues are important, but at NDSU the chance for gender equality is not as high as we are being led to believe.
 - It was all very clear.
 - When doing college specific training, it would be helpful to use the college climate data.

3. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Just to think about a female’s perspective.
 - Illuminating facts that were based on data not anecdote.
 - To know how some women feel about this.
 - That this is perceived as a major problem still!
 - Handouts, overview.

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?
 - How informal information.
 - Use proper language.
 - Letters of recommendation without gender bias! Going to utilize this TODAY as I write a faculty evaluation.
 - Don’t let colleagues interrupt.
 - I’m not feeling that I need to act differently than I am currently.
 - Keep working on promotions to Full.

5. How could this training be improved to be more beneficial to you?
 - I'd like to see a more data-driven approach to the program. Is this working? How can we tell? Etc.
 - I felt I couldn't share about 'my department.' I noticed most examples were 'general.'
 - What are female responses to this training, if FORWARD has existed for 5 years, why is there not more female input?
 - Probably continuing education - the second story – what we did.
 - Dessert?
 - More discussion time.
 - Involve women in the training and get their reactions.
 - Tailor presentations more to existing situations in different disciplines.
 - Case studies will be helpful.

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.
 - Much more discussion was necessary on examples. People were too quiet.
 - This training did not change my views on gender bias, creating a gender equity environment is important, but I already knew that.
 - Excellent work – inspired to change climate.