

***Ally Training***  
**March 20<sup>th</sup> 2013**

Attendance

- Ten individuals attended and seven completed evaluations.
  - All seven participants reported being faculty members.
  - When asked who encouraged them to attend the training, one (14.2%) said department chair, five (71.4%) said a dean, and one (14.2%) said themselves.
  - All seven participants (100%) participants reported signing the Ally pledge.

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	2	28.6	28.6
Agree	3	42.9	71.4
Strongly Agree	2	28.6	100.0
Total	7	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	14.3	14.3
Agree	4	57.1	71.4
Strongly Agree	2	28.6	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
Disagree	2	28.6	28.6
Agree	4	57.1	85.7
Strongly Agree	1	14.3	100.0
Total	7	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	2	28.6	28.6
Agree	3	42.9	71.4
Strongly Agree	2	28.6	100.0
Total	7	100.0	

**I would recommend this training to others.**

	Frequency	Percent	Cumulative Percent
Disagree	1	14.3	14.3
Agree	3	42.9	57.1
Strongly Agree	3	42.9	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
Agree	3	42.9	42.9
Strongly Agree	4	57.1	100.0
Total	7	100.0	

**How would you rate the overall quality of this training?**

	Frequency	Percent	Cumulative Percent
Below Average	1	14.3	14.3
Average	1	14.3	28.6
Above Average	4	57.1	85.7
Excellent	1	14.3	100.0
Total	7	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. I want everyone to be treated equally.
  - Yes. I feel I already do these things.
  - Yes. I have been committed to being an ally for female colleagues, colleagues of color, and members of other marginalized groups – signing the form just formalizes that commitment.
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 am convinced there is a problem but not necessarily an NDSU problem (perhaps a ND problem).
  - Practical tips for developing specific skills to help deal with instances of gender bias.
  - Training completely ignores the important areas needed to focus on. Too fluffy and superficial.
  - Recruiting more female students in engineering.
3. What do you think were the most helpful or valuable aspects of the training you attended today?
- Data.
  - Numbers/data. Seeing who else is involved.
  - Unconscious bias towards women.
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?
- Be more mindful about this problem.
  - Be careful writing recommendation letters for females.
5. How could this training be improved to be more beneficial to you?
- Specific strategies for recruiting.
  - This was a good starting point – but I hope this is not the extent of the training for allies.
  - Completely scrap and start over.
  - Examples and share other studies.
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.
- 1) Numbers need to be contextualized – NDSU percentages need to be compared to national percentages. 2) Numbers need to be updated – not sure chair numbers are right. 3) If you want campus buy in, drop the focus on STEM, makes it seem irrelevant to the rest of us. 4) Many assumptions and inference are [illegible]– this isn't the '70's. 5) Why are we painting all males with the same broad brush? Identify problems and deal with them. 6) We spend too much time saying men aren't the problem . . . in many departments, men are the problem...let's call them out and deal with them.