

**NDSU FORWARD Ally Training: West Virginia University
August 13th, 2013**

Attendance

- Twenty-seven individuals from West Virginia University completed evaluations and attended one of three ally trainings.
 - Of these individuals, 22 were faculty, seven were administrators, and one identified his role as “other.”
 - Eighteen participants were encouraged by their dean to attend the ally training, eight attendees were encouraged by their department chairs, four encouraged themselves to attend, two were encouraged by a colleague, and two attendees were encouraged by an Ally or Advocate. It is important to note that several attendees selected more than one source of encouragement to attend the training.

Quantitative Results from the Evaluation Form

I feel that my knowledge of unconscious gender bias and its impact on university climate has increased after today's training.

	Frequency	Percent	Cumulative Percent
Disagree	1	3.7	3.7
Agree	15	55.6	59.3
Strongly Agree	11	40.7	100.0
Total	27	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	1	3.7	3.7
Agree	19	70.4	74.1
Strongly Agree	7	25.9	100.0
Total	27	100.0	

I will be able to implement new strategies to promote a more equitable climate for women faculty as a result of my participation in this training

	Frequency	Percent	Cumulative Percent
Disagree	1	3.7	3.7
Agree	20	74.1	77.8
Strongly Agree	6	22.2	100.0
Total	27	100.0	

The training was clear and well-organized

	Frequency	Percent	Cumulative Percent
Agree	15	55.6	55.6
Strongly Agree	12	44.4	100.0
Total	27	100.0	

I would recommend this training to others

	Frequency	Percent	Cumulative Percent
Agree	11	40.7	42.3
Strongly Agree	15	55.6	100.0
Missing Data	1	3.7	
Total	27	100.0	

I am personally committed to addressing issues of gender bias and discrimination experienced by women faculty at West Virginia University.

	Frequency	Percent	Cumulative Percent
Agree	8	29.6	29.6
Strongly Agree	19	70.4	100.0
Total	27	100.0	

Rate the overall quality

	Frequency	Percent	Cumulative Percent
Average	5	18.5	19.2
Above Average	13	48.1	69.2
4.50	1	3.7	73.1
Excellent	7	25.9	100.0
Missing Data	1	3.7	
Total	27	100.0	

Qualitative Results from the Evaluation Form

1. 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.
 - How to encourage women to be more assertive – e.g., in salary negotiations.
 - Women’s viewpoint?
 - Would like more information on mentoring programs.
 - How to proceed to set up WVU FORWARD.
 - Please provide examples of how to motivate resources for increasing equity. I am still unclear of how to resource what we need to do to increase gender equity.
 - What will we actually do? [illegible] on role? Go to discussion meetings?
 - Specific implementation strategies to balance positive intent with unintended negative outcomes.
 - What about diversity in addition to gender equity?
 - More opportunity to discuss issues, how to identify inadvertent bias.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Literature review of data.
 - Discussions.
 - Data and discussion.
 - Issues related to gender bias.
 - Seeing the subtle gender bias in letters of recommendation and teaching evaluations.
 - Effort at sensitizing males.
 - Thinking about teaching evaluations (Dr. Sprague).
 - The discussion about differences in descriptors used letter of recommendations – especially for faculty candidates.
 - Discussion of statistics on percentages of the career pipeline – new Ph.D. grads, applicant pools, assistant professors, associate professors, full professors – how WVU compares with national statistics.
 - Better awareness.
 - Remarks about how women’s applications are considered.
 - Achieve better understanding of the problem.
 - It breaks down barriers from some of my colleagues who are resistant or don’t realize unspoken bias.
 - New ideas for fostering equality.
 - Importance of implicit bias, male privilege.
 - Thinking outside standard ways of considering gender equity.
 - General orientation to the issues.
 - Recognition that female colleagues can be overwhelmed by service responsibilities.
 - Examples of bias, concept of good for everyone.
 - All male meeting – honesty and data/research discussion.
 - WVU data!
 - Dialogue with trainers/peers.

3. 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 WVU?
 - Remember my biases.
 - Not sure.
 - Letters of recommendation.

- Make sure I fully engage women, including newly hired women, in all departmental activities.
- Reading and writing letters of recommendation.
- Investigate more gender-neutral wording in SETs (Student Evaluations of Teaching).
- I will pay more attention to interruptions of women in discussions of different types – faculty meetings, etc.
- The suggestion to schedule meetings for times other than the beginning or end of the day, because of child care considerations. That had not occurred to me as a “climate” issue before.
- Don’t use first name ☺ when addressing in public.
- Form a gender equity community within department.
- Don’t schedule meeting too early or too late.
- I will encourage a teleworking policy.
- Meeting time accommodations.
- Steer discussion to make sure women have equal chance to share.
- Thinking about implicit male privilege.
- Consider more gender challenges in job and promotion.
- Collaboration with female colleagues on research.
- Use of allies.
- Observe women in meetings and look for their discussion time.
- Increase women at the dinner table/social interaction.
- Identify advocates in the department.

4. How could this training be improved to be more beneficial to you?

- More time needed.
- women’s viewpoint. How to improve retention?
- It’s very intro – maybe there should be two versions of this intro and advanced.
- Perhaps more specific strategies for mentoring.
- Make it a whole day activity.
- Don’t interrupt each other during presentation.
- Slower pace, more time for discussion.
- Critical to offer more concrete, real-world examples of informal male bias that creates a “chilly” environment.
- Started late and hurried through what appeared to be the “meat” of the presentation.
- Ask participants how they have addressed these issues.
- Longer, more time.
- Bit more time for Q&A or group discussions.
- Speed up beginning.
- Little more time...
- Awareness of male privilege, advocates vs. allies.

5. Please provide any additional comments you have about today’s training below or on the back of this page.

- Enjoyed it!
- Good job.
- Keep up the good work!
- [Participant email] Please send additional information.
- I understand the difficulty of getting people to longer meetings, but 2 hours would be more realistic than 1 ½ hours.
- Thanks for increasing my awareness.