

FORWARD Ally Training October 1st, 2013

Attendance

- Seven participants attended the training and five completed evaluations.
 - Of these individuals, all five (100%) identified as faculty members.
 - When asked who encouraged the participants to attend the training, one (20%) identified his department chair as well as himself, one (20%) identified a colleague, two (40%) identified themselves, and one (20%) identified an Advocate or Ally.
 - Five (100%) participants reported singing 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 | 3 | 60.0 | 60.0 |
| Strongly Agree | 2 | 40.0 | 100.0 |
| Total | 5 | 100.0 | |

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

| | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Agree | 3 | 60.0 | 60.0 |
| Strongly Agree | 2 | 40.0 | 100.0 |
| Total | 5 | 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 | 4 | 80.0 | 80.0 |
| Strongly Agree | 1 | 20.0 | 100.0 |
| Total | 5 | 100.0 | |

The training was clear and well-organized.

| | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Agree | 3 | 60.0 | 60.0 |
| Strongly Agree | 2 | 40.0 | 100.0 |
| Total | 5 | 100.0 | |

I would recommend this training to others.

| | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Strongly Agree | 5 | 100.0 | 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 | 2 | 40.0 | 40.0 |
| Strongly Agree | 3 | 60.0 | 100.0 |
| Total | 5 | 100.0 | |

Rate the overall quality of this training.

| | Frequency | Percent | Cumulative Percent |
|---------------|-----------|---------|--------------------|
| Above Average | 4 | 80.0 | 80.0 |
| Excellent | 1 | 20.0 | 100.0 |
| Total | 5 | 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. It's reasonable.
 - Yes. I feel that it is important to continue to educate myself as well as engage others in constructive conversations about this subject.

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.
 - How to confront senior colleagues when issues come to one's attention – particularly, as a junior faculty member.

3. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Roger's comment that our role as men is to help other men "get it," not so much to help women.
 - Small group interactions.
 - Raising awareness of the problem.

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?
 - Listen.
 - Paying attention to interruption/communication and letters of recommendation suggestions.

5. How could this training be improved to be more beneficial to you?
 - Diversity more broadly, not only gender diversity.
 - See question 11 [How to confront senior colleagues when issues come to one's attention – particularly, as a junior faculty member].