

FORWARD Ally Training **February 26th, 2014**

Attendance

Thirteen individuals attended the training and 11 completed evaluations.

- Of those who completed evaluations, eight (72.7%) identified as faculty, two (18.2%) identified as staff, and one (9.1%) as a visiting scientist.
- Additionally, four (36.4%) participants reported that their department chair encouraged them to attend this training, four (36.4%) reported that a colleague encouraged them to attend, two (18.2%) shared that they encouraged themselves, three (27.2%) shared that they were encouraged by an advocate/ally, and one (9.1%) participant reported being encouraged by “other”.
- Nine (81.8%) participants 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 the climate at NDSU has increased after today's training.

	Frequency	Percent	Cumulative Percent
Disagree	1	9.1	9.1
Agree	5	45.5	54.5
Strongly Agree	5	45.5	100.0
Total	11	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	4	36.4	36.4
Strongly Agree	7	63.6	100.0
Total	11	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	1	9.1	9.1
Agree	5	45.5	54.5
Strongly Agree	5	45.5	100.0
Total	11	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Agree	3	27.3	27.3
Strongly Agree	8	72.7	100.0
Total	11	100.0	

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Agree	3	27.3	27.3
Strongly Agree	8	72.7	100.0
Total	11	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	18.2	18.2
Strongly Agree	9	81.8	100.0
Total	11	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Above Average	4	36.4	36.4
Excellent	7	63.6	100.0
Total	11	100.0	

Qualitative Results from the Evaluation Form

1. Please explain your choice to sign or not sign the FORWARD Ally pledge.
 - [Yes] I feel this is a good awareness in STEM. In Health, Nutrition, and Exercise Science female faculty outweigh male faculty 19 to six.
 - [Yes] I am already an Ally.
 - [Yes] Nobody asked me before.
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 does publication number/external funding of assistant professor compare to males as it relates to promotion?
3. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Discussion.
 - Good communication and group discussions.
 - All helpful.
 - Statistics showed.
 - Meeting other allies.
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?
 - Respect.
 - Focus on quality of supportive interactions.
 - Be aware of unconscious or subtle things (email greetings), etc.
5. How could this training be improved to be more beneficial to you?
 - We have 19 female faculty and six male. I am trying to be sensitive aware, however, in my department it is reversed. What strategies would be beneficial in this situation?
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.
 - Please update slides data, it's old.