

NDSU FORWARD
Ally Training: University of Maine
 March 20th, 2014

Attendance

Twenty-six participants attended one of the two ally trainings and 22 completed evaluations.

- Of those who completed evaluations, three (13.6%) identified as administrators and 19 (86.4%) as faculty members.
- Three (13.6%) participants reported that the Provost encouraged them to attend the training, two (9.1%) reported that the Dean encouraged them to attend, one (4.5%) his department chair, three (13.6%) a colleague, 15 (68.2%) reported that they encouraged themselves to attend, one (4.5%) the Rising Tide, and one (4.5%) shared that he did not remember who encouraged him to attend. It is important to note that some participants reported on 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
Agree	14	63.6	63.6
Strongly Agree	8	36.4	100.0
Total	22	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	1	4.5	4.5
2.50	1	4.5	9.1
Agree	12	54.5	63.6
Strongly Agree	8	36.4	100.0
Total	22	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	4.5	4.8
2.50	1	4.5	9.5
Agree	17	77.3	90.5
Strongly Agree	2	9.1	100.0
Missing Data	1	4.5	
Total	22	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Disagree	1	4.5	4.5
Agree	13	59.1	63.6
Strongly Agree	8	36.4	100.0
Total	22	100.0	

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Agree	14	63.6	63.6
Strongly Agree	8	36.4	100.0
Total	22	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	1	4.5	4.5
Agree	4	18.2	22.7
Strongly Agree	17	77.3	100.0
Total	22	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Average	5	22.7	25.0
Above Average	13	59.1	90.0
Excellent	2	9.1	100.0
Missing Data	2	9.1	
Total	22	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 remedy the issues addressed; more methods to improve.
 - Where do I get my certificate, card, pin?
 - I will be checking out the references provided.
 - What can we do to help the “pipeline”?
 - N/A – Need to read literature.
 - How to effectively identify allies/advocates.
 - How to do this when pre-tenure and not angering senior faculty.
 - I would like to see more connections between gender equity and discussions of sexuality and race.
 - What can I really do with Department having only about 0.25 – FTE Full professor who is female?
 - How to actually get started in my department.
 - How to mentor junior people – graduate students and even undergrads.
 - If biases are implicit, I think it unlikely we’ll change a lot but I do like the action strategies – they seem to create vigilance.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Discussion on the bias that exists in the process.
 - That I can do more to help.
 - Increased knowledge.
 - Realizing bias in letters, evaluations, etc.
 - Research studies that document bias.
 - “Actions for allies.”
 - Group work, information provided.
 - It was a focused review.
 - Literature.
 - Discussions.
 - Tools to use.
 - Awareness of subconscious biases.
 - Bibliography. Specific actions/practices.
 - Deeper look at unconscious and systemic bias (stretching back in Academia to the Middle Ages).
 - Presentations of national-scale and university-specific data.
 - Awareness of implicit gender bias.
 - Awareness raising – especially about climate.
 - Took a while for people to warm to it, but I think the discussion was helpful.

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 University of Maine?
 - Talking to women faculty about collaborating.
 - Peer review letters.
 - Spreading information.
 - Just making sure others are aware.
 - Discuss these issues at faculty T&E committees.
 - Using advocates/allies in place of women on committees.
 - Knowledge of bias is the beginning of the solution.
 - Volunteer as an advocate.
 - Explicit advocacy role for women when none present and even if so.
 - Familiar with these topics already.
 - Data/research to back up my support of equity.
 - Interpretation of student evaluations for male vs. women faculty members.
 - Ways of talking about evaluations of teaching and letters of recommendations.
 - Tough question. I may have to look outside my department for some opportunities.
 - Scheduling of meetings and discussions to avoid gender bias.
 - Serve on search committee with rule of gender equity.
 - Not sure.
 - Awareness about implicit bias. None of us wants to admit to them, but...

4. How could this training be improved to be more beneficial to you?
 - More discussion on the ways to fix the problem.
 - Better data establishing true inequality.
 - More on what I can do to make a difference.
 - It is fine as it.
 - Not sure.
 - Less time on the problem; more time on actions.
 - Involved parts where women are involved. Do it in a department with all the faculty.
 - Work on playing down nay-saying.
 - Too much time spent on discussing the data – fault of the audience members. May be a good idea to have a moderator from host institution to keep the presentations on track – so that the audience doesn't turn negative on the presenters.
 - Provide a course pack of articles.
 - Ideas on how to hire more faculty (females included).
 - Perceptions and experiences of gender resistance experienced by successful female administrators (i.e., what did you experience and how did you need to compensate or sacrifice for bias. How can we evolve from that?)
 - More interactive. Too much PowerPoint.

5. Please provide any additional comments you have about today's training below or on the back of this page.
 - One or two participants were very disruptive and defensive.
 - They could spend a little more time explaining what it is they are attempting to do.
 - Too much time spent defining the problem, not enough on solutions.
 - Nice work.
 - Thanks!
 - Sorry I have low fever today and so have few comments.