

**NDSU FORWARD**  
*Ally Training: University of Maine*  
**October 2<sup>nd</sup>, 2014**

Attendance

Fourteen individuals attended the training and nine individuals completed evaluations for the training.

- Seven (77.8%) identified as faculty and two (22.2%) as administrators.
- When asked who encouraged them to attend the training, two (22.2%) participant reported being encouraged by a colleague, eight (88.9%) reported that they encouraged themselves, one (11.1%) reported being encouraged by a Dean, and one (11.1%) reported being encouraged by a department chair.
- Four (80.0%) reported that they chose to sign the pledge to be a FORWARD Ally and one (20.0%) did not respond.

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	3	33.3	33.3
Strongly Agree	6	66.7	100.0
Total	9	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
Agree	4	44.4	44.4
Strongly Agree	5	55.6	100.0
Total	9	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
Agree	5	55.6	55.6
Strongly Agree	4	44.4	100.0
Total	9	100.0	

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

	Frequency	Percent	Cumulative Percent
Strongly Agree	9	100.0	100.0

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

	Frequency	Percent	Cumulative Percent
Strongly Agree	9	100.0	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
Agree	1	11.1	11.1
Strongly Agree	8	88.9	100.0
Total	9	100.0	

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

	Frequency	Percent	Cumulative Percent
Above Average	1	11.1	11.1
Excellent	8	88.9	100.0
Total	9	100.0	

Qualitative Results from the Evaluation Form

1. What questions do you still have about being an Advocate on the University of Maine campus? Please list any areas of the training that you would like to receive additional information about or that need further clarification.
  - How, in my role, I can best effect/influence change in university/departmental procedures.
  - Not sure yet. How to build an ally community and be known as an ally...
2. What do you think were the most helpful or valuable aspects of the training you attended?
  - Websites to assess personal bias. Readings.
  - Really professional, experienced, and well-practiced presenters. Tom, Roger, and Rob were great!
  - Discussion.
  - Increase awareness.
  - Handouts to take home and links to readings.
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?
  - It's OK to say gender matters.
  - Volunteering for committees to act on women's behalf.
  - Not sure.
  - Speak up as ally.
  - Male-only dialogue.
4. How could this training be improved to be more beneficial to you?
  - More time for readings.
  - Hmmm. Shorter? Ha ha! Signs for our doors: "Advance Advocate;" Balancing stuff for women.
  - Use examples to teach more of the points rather than direct teaching of knowledge.
  - More scenarios!
5. Please provide any additional comments you have about this training below or on the back of this page.
  - Wonderful!
  - Good structure – see above [Use examples to teach more of the points rather than direct teaching of knowledge].
  - Thank you.
  - Thank you!