

Ally Training
October 21st, 2014

Attendance

Five individuals attended the training and all five (100.0%) completed evaluations.

- All five (100.0%) identified as faculty.
- When asked who encouraged them to attend the training, three (60.0%) reported being encouraged by a department chair, one (20.0%) participant reported being encouraged by a colleague, two (40.0%) reported that they encouraged themselves, and one (20.0%) reported being encouraged by a dean.
- Five (100.0%) reported that they chose to sign the pledge to be a FORWARD Ally.

Qualitative 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
Agree	4	80.0	80.0
Strongly Agree	1	20.0	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	2	40.0	40.0
Strongly Agree	3	60.0	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	3	60.0	60.0
Strongly Agree	2	40.0	100.0
Total	5	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Agree	1	20.0	20.0
Strongly Agree	4	80.0	100.0
Total	5	100.0	

I would recommend this training to others.

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

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Above Average	3	60.0	75.0
Excellent	1	20.0	100.0
Missing Data	1	20.0	
Total	5	100.0	

Quantitative Results from the Evaluation Form

1. Please explain your choice to sign or not sign the FORWARD Ally pledge.
 - [Yes] The form says “I will continue...”
 - [Yes] It is the correct thing to do!
 - [Yes] Why would I not?
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 remember the training of today.
3. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Open and free to allow for discussion.
 - Basic statistics of inadvertent prejudice.
 - Discussion cases.
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?
 - Listening and reframing to support position of women.
 - Speak up.
 - Not a particular strategy per se, but an overall sense of awareness of the issues.
5. How could this training be improved to be more beneficial to you?
 - Update some of the research studies – some of the lowest ratings are from 1990s. Is it still at that level? It's a problem, but show us where we are today.
 - Reminder trainings every two years.
 - A little more material on remembering biases in student mentoring.
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.
 - Good job and information.