

FORWARD: *Ally Training* **March 11th, 2015**

Attendance

Seven participants attended the training, and all seven completed evaluations.

- Six (85.7%) participants identified as faculty members, and one (14.3%) identified as staff.
- Two (28.6%) participants reported that their department chair had encouraged them to attend the training, four (57.1%) reported that they had encouraged themselves to attend, and one (14.3%) reported that he had been encouraged to attend by a colleague, another advocate/ally, and by himself.
- Additionally, six (85.7%) reported that they had signed the FORWARD ally pledge and one (14.3%) did not respond to the question.

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
Strongly Agree	7	100.0	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	28.6	28.6
Strongly Agree	5	71.4	100.0
Total	7	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	42.9	42.9
Strongly Agree	4	57.1	100.0
Total	7	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Agree	1	14.3	14.3
Strongly Agree	6	85.7	100.0
Total	7	100.0	

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Strongly Agree	7	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	1	14.3	14.3
Strongly Agree	6	85.7	100.0
Total	7	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Above Average	3	42.9	42.9
Excellent	4	57.1	100.0
Total	7	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] I think it is important to promote change.
 - [Yes] A way to show solidarity.
 - [Yes] I agree with gender equality.

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.
 - Let's talk more about body language.
 - A great overview, wish we could dive deeper.
 - Is there a similar program to address gender/equality issue with students? If biases exist towards female faculty, I would guess there are similar issues with how faculty treat students.
 - Examples and approaches to support equality.

3. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Examples of bias, situations we discussed.
 - To know that biases pertain to both men and women equally.
 - Helping to reverse/mitigate/confront micro-corrections.
 - Peer interaction/involvement.

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 actively to women when they speak, promote their involvement.
 - Volunteer for more committees (search, etc.) on which I can serve as an advocate for gender equity.
 - To be aware of barriers.
 - Helping to reverse/mitigate/confront micro-corrections.
 - Awareness and support.

5. How could this training be improved to be more beneficial to you?
 - One more scenario would be helpful.
 - Hold sessions off-campus from time to time, e.g., at Barry Hall or Renaissance Hall. Would be beneficial to me and my department.
 - Unsure.