

FORWARD *Ally Training* **September 22nd, 2015**

Attendance

Eight individuals attended the training and all eight (100.0%) completed the evaluations.

- All eight (100.0%) participants identified as faculty members.
- Four (50.0%) reported that said a colleague had encouraged them to attend the training, four (50.0%) reported that they had encouraged themselves to attend, one (12.5%) said department chair encouraged him, and one (12.5%) said an Advocate/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
Agree	2	25.0	25.0
Strongly Agree	6	75.0	100.0
Total	8	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	3	37.5	37.5
Strongly Agree	5	62.5	100.0
Total	8	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	37.5	37.5
Strongly Agree	5	62.5	100.0
Total	8	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Agree	5	62.5	62.5
Strongly Agree	3	37.5	100.0
Total	8	100.0	

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Agree	2	25.0	25.0
Strongly Agree	6	75.0	100.0
Total	8	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	12.5	12.5
Strongly Agree	7	87.5	100.0
Total	8	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Above Average	4	50.0	50.0
Excellent	4	50.0	100.0
Total	8	100.0	

Qualitative Results from the Evaluation Form

1. Did you choose to sign the pledge to be a FORWARD Ally? Please explain your choice to sign or not sign the FORWARD Ally pledge.
 - Yes. I intend to choose to sign the pledge because I believe in gender equity.
 - No. No pledge presented.
 - Yes. I am willing to sign it.
 - Not given but yes would pledge.
 - Yes. I am convinced by the data and my personal experience that allies are important.
 - Yes I would sign – not provided. Not applicable.
 - I would be interested in helping advance gender equity in my department, college and university.

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.
 - Not many perhaps the function to periodically re-enhance.
 - How to achieve goals while not succumbing to “white knight” syndrome.
 - Opportunities for continual training.
 - Where to find policies that encourage climate change.

3. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Discussion of examples and issues by Dr. Green.
 - Statistics on climate.
 - Scenarios.
 - Hard data.
 - Facilitators had a very diverse group and did well addressing a lot of different views.
 - Discussion on biases, access/knowledge of resources.
 - Recognize gender bias and implicit associations exist, regardless of how well-studied you think you are.

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?
 - Realize that evaluation of women can have unconscious bias.
 - Self-awareness in faculty meetings, for example, not interrupting.
 - Unconscious consideration.
 - Strive to be mindful of the need to recognize excellence.
 - Attempt not to interrupt colleagues at today’s faculty meeting.
 - Promote qualified women and encourage nomination to showcase their work.

5. How could this training be improved to be more beneficial to you?
 - More often.
 - More time for scenarios, please.
 - Include women as trainers – having both perspectives in room would be valuable.