

FORWARD Ally Training **February 2, 2016**

Attendance

Five individuals attended the training and all five completed evaluations.

- Four (80.0%) participants identified as faculty members and one (20.0%) identified as an administrator.
- One (20.0%) reported that their department chair had encouraged them to attend the training, one (20.0%) reported that their dean had encouraged them to attend the training, two (40.0%) said a colleague, and reported that they had encouraged themselves to attend.
- Additionally, two (40.0%) reported that they had signed the FORWARD ally pledge and three (60%) did not respond.

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
Disagree	1	20.0	20.0
Agree	1	20.0	40.0
Strongly Agree	3	60.0	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
Strongly Agree	5	100.0	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
Strongly Agree	5	100.0	100.0

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Strongly Agree	5	100.0	100.0

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Strongly Agree	5	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
Strongly Agree	5	100.0	100.0

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Above Average	3	60.0	60.0
Excellent	2	40.0	100.0
Total	5	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.
- Yes.

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.
 - Intersectionality with issues of race and sexual diversity.
3. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Institution-specific tools & information.
 - Data on NDSU climate.
 - Activity.
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?
 - Chiming in at meetings.
 - Being more active in advocating during meetings.
5. How could this training be improved to be more beneficial to you?
 - Hands on training, longer.
 - Specific scenarios. Qualitative examples of this type of bias.
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.
 - Great – keep it up!