

**Ally Training  
College of Science and Mathematics  
November 30<sup>th</sup>, 2010**

Attendance

Fourteen individuals attended and nine completed evaluations.

- Eight individuals identified as faculty and one identified as an administrator.
- The majority (77.8%) of the participants reported that they learned about this training through email.
- 55.6% reported that their chair/head encouraged them to attend, 66.7% reported their dean encouraged them to attend, and 33.3% reported that a colleague encouraged them to attend.

Quantitative Results from the Evaluation Form

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

	Frequency	Percent	Cumulative Percent
Valid Agree	7	77.8	77.8
Strongly Agree	2	22.2	100.0
Total	9	100.0	

**I feel that my knowledge of unconscious gender bias and its impact on our climate at NDSU has increased after today's training.**

	Frequency	Percent	Cumulative Percent
Valid Disagree	3	33.3	37.5
Agree	4	44.4	87.5
Strongly Agree	1	11.1	100.0
Total	8	88.9	
Missing Data	1	11.1	
Total	9	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
Valid Agree	8	88.9	88.9
Strongly Agree	1	11.1	100.0
Total	9	100.0	

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

	Frequency	Percent	Cumulative Percent
Valid Disagree	2	22.2	22.2
Agree	4	44.4	66.7
Strongly Agree	3	33.3	100.0
Total	9	100.0	

**I would recommend this training to others**

	Frequency	Percent	Cumulative Percent
Valid 2.50	1	11.1	11.1
Agree	6	66.7	77.8
Strongly Agree	2	22.2	100.0
Total	9	100.0	

**I am personally committed to addressing issues of gender bias and discrimination experienced by women faculty at NDSU**

	Frequency	Percent	Cumulative Percent
Valid Agree	5	55.6	55.6
Strongly Agree	4	44.4	100.0
Total	9	100.0	

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

	Frequency	Percent	Cumulative Percent
Valid Average	3	33.3	37.5
Above Average	5	55.6	100.0
Missing Data	1	11.1	
Total	9	100.0	

Qualitative Results from the Evaluation Form

1. 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.
  - Being trained by women. Also, to verify what our group of men are accurate and meaningful to be effective at warming the climate
  - The different views of male and female faculty of campus climate were mentioned, at save listed but more information about the perceived issues would be helpful.
  - I wish there were more specific action items.
  - Need more education on different ways that bias is expressed.
2. What do you think were the most helpful or valuable aspects of the session you attended today?
  - Statistics and research regarding recommendation letters.
  - Specific examples of how bias is expressed.
3. How could the session be improved to be more beneficial to you?
  - Invite women to teach us. Not go past 4:30pm and thereby bad by example.
  - Need to recognize bias more.
4. Please provide any additional comments you have about today's training and/or the FORWARD program in general on the back of this page.
  - Ensure that this program is re-evaluated by women to ensure the focus is relevant.
  - More awareness of what is bias!