*Ally Workshop: Men Allies for Gender Equity*

WEPAN

June 12th, 2017

Attendance

17men completed the evaluation of the Ally Workshop.

* Of those completing evaluations, 7(41.2%) identified themselves as faculty members and 10 (58.8%) as administrators.

Quantitative Results from the Evaluation Form

**I feel that my knowledge of unconscious gender bias and its impact on the campus climate has increased after today's workshop.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 2 | 11.8 | 11.8 |
| Agree | 5 | 29.4 | 41.2 |
| Strongly Agree | 9 | 52.9 | 94.1 |
| N/A | 1 | 5.9 | 100.0 |
| Total | 17 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 1 | 5.9 | 5.9 |
| Agree | 7 | 41.2 | 47.1 |
| Strongly Agree | 9 | 52.9 | 100.0 |
| Total | 17 | 100.0 |  |

**I will be able to implement new strategies to promote a more equitable climate for women faculty at my institution as a result of my participation in this workshop.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 2 | 11.8 | 11.8 |
| Agree | 8 | 47.1 | 58.8 |
| Strongly Agree | 7 | 41.2 | 100.0 |
| Total | 17 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 10 | 58.8 | 58.8 |
| Strongly Agree | 7 | 41.2 | 100.0 |
| Total | 17 | 100.0 |  |

**I would recommend this training to others.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 2 | 11.8 | 11.8 |
| 2.50 | 1 | 5.9 | 17.6 |
| Agree | 5 | 29.4 | 47.1 |
| Strongly Agree | 9 | 52.9 | 100.0 |
| Total | 17 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 1 | 5.9 | 5.9 |
| Strongly Agree | 16 | 94.1 | 100.0 |
| Total | 17 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Average | 3 | 17.6 | 17.6 |
| Above Average | 9 | 52.9 | 70.6 |
| Excellent | 5 | 29.4 | 100.0 |
| Total | 17 | 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 workshop? Please list any areas of the workshop that you would like to receive additional information about or that need further clarification.

* How to connect our institution more formally so that we can be intentional about using best practices.
* What are concrete ways of being an ally for gender equality? More details and discussion of actionable steps and not just what the research tells us about bias.
* Please also add work for students on your presentation concentrated on faculty.
* Ways to be sure transparency to women is accomplished
* More on activities and strategies and less on data (self-selection so less need of awareness raising).
* Background information was helpful, but more actionable recommendations would have been useful.
* Details of how to set it up.
* More tools that are available vs. literature.
* Increase of female and other underrepresented applicants in faculty searches (How to…).
* How to start something on our campus.
* How to convince men colleagues who think are aware of gender bias but they have no knowledge i.e. they think everything is alright.
* Solicit more situations from the audience.
* More discussion of actions.
* More time for brainstorming on active advocacy strategies.

1. What do you think were the most helpful or valuable aspects of the workshop you attended today?

* Four frames.
* Useful tool kit.
* A few of the ideas mentioned in the last 30 minutes.
* Idea of self-reflection and evaluation of one’s own work to modify behavior.
* Innovative strategies to change climate.
* The references for more reading, etc. are useful for learning more on this topic.
* Discussions.
* Table discussions.
* Highlighting literature available. Providing opportunity to identify and commit to actionable activities.
* Laying a great foundation to start advocates and allies program on our campus.
* Men allies formation information.
* The conversation itself.
* Overview of implicit bias research.
* The discussion – listening to other “men” talk about challenge around gender equity.

1. What is one strategy you have learned today that you will be able to implement to promote a more equitable campus climate for women faculty?

* Equip the women with tools.
* Work on being an effective ally.
* Dissemination and discussion of ideas with other faculty.
* Review literature recommended to become more educated and pass on this knowledge.
* Card reading from women faculty.
* Uncertain. Perhaps convening discussion group on topics related to gender equity.
* Bias survey.
* Read the advocacy tips and take the implicit training survey.
* Communication and transparency.
* Listening and be involved in intentional actions that promote gender sensitivity/inclusion.
* Be intentional.
* Changing assignment.
* Transparency and accountability of Advocates and Allies groups. Words and terminology matters.

1. How could this workshop be improved to be more beneficial to you?

* More on tools and strategy to improve culture.
* Be aware of participants’ backgrounds and familiarity with bias. The first 1.5 hours worth of content I was already familiar with. Even with people with less background spend more time on actionable steps and not just “awareness” and “laying out the problem.”
* Need more time. A minimum of three hours with four hours even better.
* More out-of-the-box strategies and meetings for assessing effectiveness.
* More time. Ended up going into lunch, which was fine. But should have been scheduled for a longer duration.
* Make it longer.
* More time.
* None.
* I would have liked to have more time to discuss more actions.
* More time. More activity oriented – interactive, fewer slides.
* Spend a lot less time talking about the problem and more on possible ways to help make changes.