*Ally Workshop: Men Allies for Gender Equity*

*ASEE Men Only Session*

June 28th, 2016

Attendance

17 men attended the training and 14 completed evaluations.

* Of those completing evaluations, 8 (57.1%) identified themselves as faculty members, three (21.4%) as administrators, two (14.3%) as staff, and one (7.1%) as a graduate student.

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 training.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 1 | 7.1 | 7.1 |
| Agree | 8 | 57.1 | 64.3 |
| Strongly Agree | 5 | 35.7 | 100.0 |
| Total | 14 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 7 | 50.0 | 50.0 |
| Strongly Agree | 7 | 50.0 | 100.0 |
| Total | 14 | 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 |
|  | Agree | 9 | 64.3 | 64.3 |
| Strongly Agree | 5 | 35.7 | 100.0 |
| Total | 14 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 7 | 50.0 | 50.0 |
| Strongly Agree | 7 | 50.0 | 100.0 |
| Total | 14 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 3 | 21.4 | 21.4 |
| Strongly Agree | 11 | 78.6 | 100.0 |
| Total | 14 | 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 | 2 | 14.3 | 14.3 |
| Strongly Agree | 12 | 85.7 | 100.0 |
| Total | 14 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Average | 1 | 7.1 | 7.1 |
| Above Average | 8 | 57.1 | 64.3 |
| Excellent | 5 | 35.7 | 100.0 |
| Total | 14 | 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.

* Equality in the classroom – strategies for addressing suspected bias by students in and out of class or group work.
* How can I get involved and promote this at my university?
* Role-playing strategies of “how” to execute an action.
* Talk about intentional bias. Discuss intent versus “impact.”
* More strategies for dealing with hostility or dismissiveness towards equity.
* Looking for opportunities for mentorship of male allies by women.
* How to identify subtle inequities in the moment.
* What’s the next opportunity to make changes?

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

* Talking about the role of male allies, why our action is important.
* Using stats and data for an engineering audience.
* The resources.
* Having literature to support.
* Links and resources for implementation.
* Seeing the facts and research.
* Resources and maps to them.
* Resources available beyond the workshop.
* Implicit bias.
* Slides on many contexts in which implicit bias is manifested.
* Exposure to recent research, recommendations for specific actions I can take to improve climate.
* Discussion of unconscious bias situations.

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?

* Citing the research to skeptics (once I review it).
* Listen. Pay attention. Stay alert. Do what you can when you can. Don’t be scared of these conversations.
* Collegiality towards women I support.
* Implicit bias test.
* Listening.
* Explicitly incorporate value of women and diversity in hiring and education.
* Bigger picture impacts of inequity, particularly from the hiring scenario.
* Listen.
* Questioning implicit bias in my own thinking and actions.
* Working to improve department-level equity in my department.

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

* I hoped for more concrete actions to be shared.
* Push a little harder. Challenge us a little more.
* Have one for individual already versed in the first steps (like a 202 vs. 101).
* Less emphasis on “evidence” of bias and forms of bias.
* Smaller room and different set up that yields more discussion opportunities. [Comment on marking *Disagree* for question assessing increased knowledge of unconscious gender bias after attending workshop:] Already familiar with unconscious bias and impact.
* See #10. [More strategies for dealing with hostility or dismissiveness towards equity.]
* Level two – take next step.
* More time allotted to session.
* Good as is.