*Ally Workshop: Men Allies for Gender Equity*

*ASEE Mixed Gender Session*

June 28th, 2016

Attendance

8 individuals (5 women and 3 men) attended the training and seven completed evaluations.

* Of those completing evaluations, 3 participants (42.9%) identified as women, three (42.0%) as men, and one (14.3%) did not report a gender.
* Of those completing evaluations, Three (42.9%) identified themselves as administrators, two (28.6%) as faculty, and two (28.6%) as staff.

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 |
|  | Agree | 1 | 14.3 | 16.7 |
| Strongly Agree | 4 | 57.1 | 83.3 |
| N/A | 1 | 14.3 | 100.0 |
|  | Missing Data | 1 | 14.3 |  |
| Total | | 7 | 100.0 |  |

* Comment on marking *N/A* for question one assessing increased knowledge of unconscious gender bias after attending workshop: “I’ve studied this a lot.”

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 2 | 28.6 | 28.6 |
| Strongly Agree | 5 | 71.4 | 100.0 |
| Total | 7 | 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 | 4 | 57.1 | 57.1 |
| Strongly Agree | 3 | 42.9 | 100.0 |
| Total | 7 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 2 | 28.6 | 28.6 |
| Strongly Agree | 5 | 71.4 | 100.0 |
| Total | 7 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Strongly Agree | 7 | 100.0 | 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 | 28.6 | 28.6 |
| Strongly Agree | 5 | 71.4 | 100.0 |
| Total | 7 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Average | 1 | 14.3 | 16.7 |
| Excellent | 5 | 71.4 | 100.0 |
|  | Missing Data | 1 | 14.3 |  |
| Total | | 7 | 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 advocate yet still mentor women to continue to advocate for themselves.
* Just more examples and ways to spread the knowledge.
* How do employment non-discrimination laws play into the hiring scenario that we discussed?

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

* Awareness, access to literature/studies.
* Review of research findings – the gender bias.
* Identifying male privilege.
* Scenarios.
* Studies, follow-up data/papers.
* Take home materials.
* Realizing the importance of allies (as a woman trying to be an ally to other marginalized groups).

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?

* Become aware of my own unconscious bias.
* Being a vocal ally.
* Will use literature in our training.
* Unconscious bias.
* As a new department head, I will try to be very aware of meeting dynamics and make sure all voices are heard.

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

* Information on how to spread to our university.
* Thank you! Fabulous!
* More time, reading material after.
* This was great. Level two.