**Advocate Training**

**University of Wyoming**

**February 18 and 19, 2016**

Attendance

Six evaluation forms were completed at the training.

* All six participants (100%) identified as faculty members.

Quantitative Results from the Evaluation Form

**I feel that as a group of Advocates, we have been able to develop an effective mission statement to guide our efforts to improve the climate for women faculty.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Agree | 3 | 50.0 | 50.0 |
| Strongly Agree | 3 | 50.0 | 100.0 |
| Total | 6 | 100.0 |  |

**I feel that as a group of Advocates, we have the skills necessary to develop an intentional meeting structure to deepen our understanding and awareness of gender equity issues.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | 2.50 | 1 | 16.7 | 16.7 |
| Agree | 2 | 33.3 | 50.0 |
| Strongly Agree | 3 | 50.0 | 100.0 |
| Total | 6 | 100.0 |  |

**I feel that as a group of Advocates, we have developed a detailed action plan to guide our activities as group.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Agree | 4 | 66.7 | 66.7 |
| Strongly Agree | 2 | 33.3 | 100.0 |
| Total | 6 | 100.0 |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Agree | 3 | 50.0 | 50.0 |
| Strongly Agree | 3 | 50.0 | 100.0 |
| Total | 6 | 100.0 |  |

**I feel that my knowledge of male privilege and its impact on university climate has increased after this training.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Agree | 3 | 50.0 | 50.0 |
| Strongly Agree | 3 | 50.0 | 100.0 |
| Total | 6 | 100.0 |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Disagree | 1 | 16.7 | 16.7 |
| Agree | 2 | 33.3 | 50.0 |
| Strongly Agree | 3 | 50.0 | 100.0 |
| Total | 6 | 100.0 |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Agree | 4 | 66.7 | 66.7 |
| Strongly Agree | 2 | 33.3 | 100.0 |
| Total | 6 | 100.0 |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | Frequency | Percent | Cumulative Percent |
|  | Average | 1 | 16.7 | 16.7 |
| Above Average | 3 | 50.0 | 66.7 |
| Excellent | 2 | 33.3 | 100.0 |
| Total | 6 | 100.0 |  |

Qualitative Results from the Evaluation Form

1. What questions do you still have about being an Advocate? Please list any areas of the training that you would like to receive additional information about or that need further clarification.
* I have not yet thought through a Personal Action Plan. More reading/research is required.
* Lots of questions will still need to be answered as this was only an initial training. Most of this will be done through reading and meetings where such issues will be discussed.
1. What do you think were the most helpful or valuable aspects of the training you attended?
* Learning about what other universities are doing.
* Understanding difference between being a ‘white knight’ and taking effective action.
* Making me aware of unconscious bias.
* Developing mission statement and objectives raised my awareness of what issues were.
1. What is one strategy you have learned today that you will be able to implement to promote a more equitable climate for women faculty?
* More actively look for unconscious bias in myself and others.
* Getting information out on a specific bias.
* Examination of instructional materials. Thinking about unintended bias in lecture examples, etc.
* Volunteering for committee work to lower burden on my women colleagues.
1. How could this training be improved to be more beneficial to you?
* An outline emailed ahead of time.
1. Please provide any additional comments you have about this training below or on the back of this page.
* This was very interesting. I appreciate the facilitators approach to introduce us to these issues.