**Ally Training**

**University of North Texas**

**March 24-25, 2016**

Attendance

Sixteen evaluations were completed.

* Eleven (68.8%) participants identified as faculty members and five (31.3%) as administrators.
* One (6.3%) said department chair encouraged them to attend the training, three (18.8%) said a dean, three (18.8%) said a colleague, three (18.8%) said themselves, two (12.5%) said an Advocate or Ally, three (18.8%) said upper administrators, including associate vice provost for faculty, the provost, and the vice president of academic affairs, and one (6.3%) participant selected other but did not specify who.

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 | 6.3 | 6.3 |
| Agree | 4 | 25.0 | 31.3 |
| Strongly Agree | 11 | 68.8 | 100.0 |
| Total | 16 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 7 | 43.8 | 43.8 |
| Strongly Agree | 9 | 56.3 | 100.0 |
| Total | 16 | 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 training.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Disagree | 2 | 12.5 | 12.5 |
| Agree | 7 | 43.8 | 56.3 |
| Strongly Agree | 7 | 43.8 | 100.0 |
| Total | 16 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 4 | 25.0 | 26.7 |
| Strongly Agree | 11 | 68.8 | 100.0 |
|  | Missing Data | 1 | 6.3 |  |
| Total | | 16 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Agree | 5 | 31.3 | 31.3 |
| Strongly Agree | 11 | 68.8 | 100.0 |
| Total | 16 | 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 | 6.3 | 6.3 |
| Strongly Agree | 15 | 93.8 | 100.0 |
| Total | 16 | 100.0 |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | Frequency | Percent | Cumulative Percent |
|  | Above Average | 5 | 31.3 | 33.3 |
| Excellent | 10 | 62.5 | 100.0 |
|  | Missing Data | 1 | 6.3 |  |
| Total | | 16 | 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. Your suggestions will be used to structure future meetings for Allies.

* None
* N/A.
* Best strategies for actively supporting and mentoring women faculty.
* More time on scenarios/case studies.
* This was great.
* Workshop style discussion on specific situations (not just [illegible]).
* Would love to receive the PowerPoint slides used during the workshop.
* None.

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

* Case study and resulting discussion was very illuminating.
* The need and importance of gender equity.
* Discussion of unconscious bias was insightful and informative.
* Feedback and scenario analysis.
* 4 Frames Framework.
* Data and discussions.
* The scenarios.
* Workshop.
* The data from studies and some concrete action items.
* Seeing statistics. Implicit Association Test. Concept of intentional action.
* Summary of different issues. All men.

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?

* Listen! Carefully! ☺
* Learn and share. Need educate myself about male privilege and advantages. Also share these with male colleagues.
* Standing up for female faculty in different situations during committee meetings, faculty meetings etc.
* Listen more to female colleagues.
* Writing/reading LoRs. Interpreting student-submitted evaluations.
* Address issues “in the moment.”
* Listening for times when unconscious bias may be affecting situations.
* Immediate focus needed by advocate versus solving by problems.
* Concept of intentional action.
* Leave more conversation with women faculty. Potential for training students.

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

* Good job! Well done!
* Everything is great.
* More interactive discussions! The faculty search committee scenario was very informative.
* Nothing.
* More diversity of attendees.
* Making me aware of biases that I might carry.
* More stats?
* It is already very good.