**Ally Training**

**University of Northern Texas**

**November 29, 2016**

Attendance

Eleven individuals signed up for the training and six completed evaluations.

* Five (83.3%) participants identified as faculty members and one (16.7%) did not specify an identified role.
* Five (83.3%) reported that a colleague had encouraged them to attend the training, and one (16.7%) reported an advocate/ ally had encouraged them to attend the training.

Quantitative Results from the Evaluation Form

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | | 16.7 | | 16.7 | |
| Agree | 2 | | 33.3 | | 50.0 | |
| Strongly Agree | 3 | | 50.0 | | 100.0 | |
| Total | 6 | | 100.0 | |  | |
| **I will be able to use the information that I learned today in my work.** | | | | | | | | |
|  | | Frequency | | Percent | | Cumulative Percent | |
|  | Agree | 3 | | 50.0 | | 50.0 | |
| Strongly Agree | 3 | | 50.0 | | 100.0 | |
| Total | 6 | | 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 | 1 | | 16.7 | | 16.7 | |
| Agree | 2 | | 33.3 | | 50.0 | |
| Strongly Agree | 3 | | 50.0 | | 100.0 | |
| Total | 6 | | 100.0 | |  | |
| **The training was clear and well-organized.** | | | | | | | | |
|  | | Frequency | | Percent | | Cumulative Percent | |
|  | Strongly Agree | 6 | | 100.0 | | 100.0 | |
| **I would recommend this training to others.** | | | | | | | | |
|  | | | Frequency | Percent | | Cumulative Percent | |
|  | Agree | | 2 | 33.3 | | 33.3 | |
| Strongly Agree | | 4 | 66.7 | | 100.0 | |
| Total | | 6 | 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 | | 33.3 | | 33.3 | |
| Strongly Agree | 4 | | 66.7 | | 100.0 | |
| Total | 6 | | 100.0 | |  | |
| **How would you rate the overall quality of this training?** | | | | | | | | | |
|  | | | Frequency | | Percent | | Cumulative Percent |
|  | Above Average | | 4 | | 66.7 | | 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 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.

* Presenters have not convinced that data applies across all disciplines. For example, it is not clear that methodology of research and data collected for jobs hiring in companies is transferable to faculty hiring.
* None at this moment.
* N/A.

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

* More rigorous cross-correlation studies are needed conclusively settle the debate on whether longer time to attain full professor rank for female faculty is largely due to gender bias and without influence of other factors.
* Recognizing unconscious biases which are supported by statistics/data.
* Statistics and Data from recent studies.

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?

* Asking a male colleague, for example during a faculty meeting, that may interrupt a women colleague, or cut-off a constructive idea from a women colleague, to ask them to repeat themselves so they may be cognizant of what they just did (consciously or unconsciously).
* Be aware of the biases that were highlighted during the raining session. Always keep these biases in mind.

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

* Perhaps provide more statistics/data over a longer duration versus say one year study.
* N/A.