

Ally Training
October 13th, 2010

Attendance

Twenty-four individuals attended and 11 completed evaluations.

- Two individuals reported being faculty members and 9 reported being administrators.
- Of those who completed an evaluation, 5 reported they were encouraged to attend by the Provost, 2 by a colleague, one by a Dean, and two reported that they encouraged themselves to attend.

Quantitative Results from the Evaluation Form

I will be able to use the information that I learned today in my work at NDSU

	Frequency	Percent	Cumulative Percent
Valid Strongly Disagree	1	9.1	9.1
Agree	8	72.7	81.8
Strongly Agree	2	18.2	100.0
Total	11	100.0	

I feel that my knowledge of unconscious gender bias and its impact on our climate at NDSU has increased after today's training

	Frequency	Percent	Cumulative Percent
Valid Disagree	2	18.2	18.2
Agree	5	45.5	63.6
Strongly Agree	4	36.4	100.0
Total	11	100.0	

I will be able to implement new strategies to promote a more equitable climate for woman faculty at NDSU as a result of my participation in this training

	Frequency	Percent	Cumulative Percent
Valid Strongly Disagree	1	9.1	10.0
Agree	8	72.7	90.0
Strongly Agree	1	9.1	100.0
Missing Data	1	9.1	
Total	11	100.0	

The training was clear and well-organized

	Frequency	Percent	Cumulative Percent
Valid Agree	7	63.6	63.6
Strongly Agree	4	36.4	100.0
Total	11	100.0	

I would recommend this training to others

	Frequency	Percent	Cumulative Percent
Valid Disagree	1	9.1	9.1
Agree	5	45.5	54.5
Strongly Agree	5	45.5	100.0
Total	11	100.0	

Rate the overall quality

	Frequency	Percent	Cumulative Percent
Valid Average	4	36.4	36.4
Above Average	7	63.6	100.0
Total	11	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.
 - Why was this a males only meeting today? Doesn't this totally negate everything that they said today about inclusion?
 - Good as is.
 - Finish the maternity policy. Add 1-2 extra candidates (women) to the list of finalists. Spousal Hire. Clarify for policy. More childcare with free parking for visits, visiting therapists, etc.
 - How do you change an implicit bias?
 - Why does NDSU never bring in high powered women with tenure to non-administrative positions? We will have to wait for a very long time for assistant professors (untentured) to emerge as leaders at the university. Bring in outside women at associate or full.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - How privilege affects attitudes.
 - Information on male privilege.
 - Individual action list.
 - Carlson was methodical and patient in walking us through the purposes and proposals. Some good material on implicit bias.
 - Hearing the experiences of others.

3. How could this training be improved to be more beneficial to you?
 - More discussion concerning specific actions to address the problem of implicit biases.
 - Good as is.
 - More info on strategies to change implicit bias.
 - We need less training and more action; provide the money to hire more women and allow women to come in as associate and full with tenure.

4. Please provide any additional comments you have about today's training and/or the FORWARD program in general on the back of this page.
 - Upper-upper administration is an old boys club. The only woman is the person tasked with attracting underrepresented groups. Incoming female faculty can see that men run this outfit. Women are in charge at Home Ec and diversity.