

## NDSU FORWARD *Ally Training* October 11<sup>th</sup>, 2012

### Attendance

- Twenty-two individuals from Louisiana Tech completed evaluations.
  - Of these individuals, seventeen were faculty and five were administrators.
  - Eleven were encouraged by their dean to attend the ally training, nine encouraged themselves to attend, eight were encouraged by a colleague, one attendee was encouraged by his department chair, one attendee was encouraged by a female faculty in Science and Engineering at LA Tech, and one was encouraged through a mass email. It is important to note that several attendees selected more than one source of encouragement to attend the training.

### Quantitative Results from the Evaluation Form

**I feel that my knowledge of unconscious gender bias and its impact on university climate has increased after today's training.**

|                | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Disagree       | 1         | 4.5     | 4.5                |
| Agree          | 13        | 59.1    | 63.6               |
| Strongly Agree | 8         | 36.4    | 100.0              |
| Total          | 22        | 100.0   |                    |

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

|                | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Disagree       | 1         | 4.5     | 4.5                |
| Agree          | 14        | 63.6    | 68.2               |
| Strongly Agree | 7         | 31.8    | 100.0              |
| Total          | 22        | 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 |
|----------------|-----------|---------|--------------------|
| Disagree       | 2         | 9.1     | 9.1                |
| Agree          | 17        | 77.3    | 86.4               |
| Strongly Agree | 3         | 13.6    | 100.0              |
| Total          | 22        | 100.0   |                    |

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

|                | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Disagree       | 1         | 4.5     | 4.5                |
| Agree          | 8         | 36.4    | 40.9               |
| Strongly Agree | 13        | 59.1    | 100.0              |
| Total          | 22        | 100.0   |                    |

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

|                | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Agree          | 12        | 54.5    | 54.5               |
| Strongly Agree | 10        | 45.5    | 100.0              |
| Total          | 22        | 100.0   |                    |

**I am personally committed to addressing issues of gender bias and discrimination experienced by women faculty at Louisiana Tech.**

|                | Frequency | Percent | Cumulative Percent |
|----------------|-----------|---------|--------------------|
| Agree          | 12        | 54.5    | 54.5               |
| Strongly Agree | 10        | 45.5    | 100.0              |
| Total          | 22        | 100.0   |                    |

**Rate the overall quality of this training.**

|               | Frequency | Percent | Cumulative Percent |
|---------------|-----------|---------|--------------------|
| Average       | 5         | 22.7    | 22.7               |
| Above Average | 13        | 59.1    | 81.8               |
| Excellent     | 4         | 18.2    | 100.0              |
| Total         | 22        | 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.
  - Recruitment material. Advance listed in ad but still relatively low amount women apply – are they being heavily recruited by other universities? Analysis of web or external material to determine what negative questions women are receiving.
  - How the differences (natural) between gender affect all of the dynamics?
  - Does a negative decision on performance of a female faculty member (e.g., not to tenure) automatically imply gender bias? How can an administrator make objective evaluation or assignments about female faculty?
  - More lists of specific examples/ways to improve climate.
  
2. What do you think were the most helpful or valuable aspects of the training you attended today?
  - Looking at actually Tech survey feedback results. Considering ways where culture shapes bias and climate.
  - We all have some degree of gender specific behavior.
  - Always helpful to look at things from a different perspective.
  - Statistics about gender bias.
  - The specific, personal examples.
  - Affirmation of engagement with women faculty.
  - Some more awareness of the root of common practices.
  - Specifics about our college.
  - Biasness
  - More information about the unconscious things we do as men. This is always helpful as these are the things we do without realizing it.
  - Acknowledge that LA Tech has a problem in gender equality.
  - Raising general awareness.
  - Identifying the unconscious establishment of gender biasing policies.
  - 10 things you can do.
  - Understanding the current climate.
  - Being aware that your colleagues may be different from you.
  - Discussions among other faculty members.
  - Group discussion.
  
3. What is one strategy you have learned today that you will be able to implement to promote a more equitable climate for women faculty at Louisiana Tech?
  - Awareness
  - Modify speaking patterns in program meetings.
  - Ensuring women get “equal voice” in meetings.
  - Taking direct action when objectionable comments are made.
  - Active awareness of climate.
  - Do not think on the gender of the person when having a professional relationship.
  - Observe subtlety.
  - Verbally agree with women when appropriate, this reinforces their confidence to speak their opinion.
  - Getting more engaged with them.
  - Tell women that I am an ally for them.
  - Finding ways to incorporate female faculty into the community better.
  - #2 on 10 things handout.
  - Educate more on gender bias.

- Being aware that a problem actually exists and recognizing that I should be more concerned when listening to these problems.
- The concept of being an ally/advocate vs. being the savior.

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

- Have a woman give the presentation.
- More interactive?
- More specific data.
- Have these sessions more often. Maybe with just our faculty so we can share experiences and strategies.
- Talk more about strategies to improve the situation. For example, how other schools are doing?
- More about the 10 things.
- More discussions.

5. Please provide any additional comments you have about today's training below or on the back of this page.

- The one thing that is coming to mind in that gender is a huge part of a person and to ignore it is to begin to dehumanize that person. So there is a balance necessary
- Thanks!
- I am grateful for another opportunity to be influenced on this important issue.