

Ally Training for the College of Science and Mathematics
March 4th, 2013

Attendance

- Seventeen individuals attended and 14 completed evaluations.
 - Thirteen participants reported being faculty members and one reported being a lecturer.
 - When asked who encouraged them to attend the training, eight (57.1%) said department chair, 13 (92.8%) said a dean, one (7.1%) said a colleague, two (14.3%) said themselves, and one (7.1%) said an Advocate or Ally. It is important to note that several of the participants reported multiple sources of encouragement.
 - All seventeen participants (100%) participants reported signing the Ally pledge.

Quantitative Results from the Evaluation Form

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
Disagree	1	7.1	7.1
Agree	10	71.4	78.6
Strongly Agree	3	21.4	100.0
Total	14	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	1	7.1	7.1
Agree	11	78.6	85.7
Strongly Agree	2	14.3	100.0
Total	14	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	1	7.1	7.1
Agree	11	78.6	85.7
Strongly Agree	2	14.3	100.0
Total	14	100.0	

The training was clear and well-organized

	Frequency	Percent	Cumulative Percent
Agree	5	35.7	35.7
Strongly Agree	9	64.3	100.0
Total	14	100.0	

I would recommend this training to others

	Frequency	Percent	Cumulative Percent
Disagree	1	7.1	7.1
Agree	8	57.1	64.3
Strongly Agree	5	35.7	100.0
Total	14	100.0	

I am personally committed to addressing issues of gender bias and discrimination experienced by women faculty at NDSU

	Frequency	Percent	Cumulative Percent
Agree	7	50.0	50.0
Strongly Agree	7	50.0	100.0
Total	14	100.0	

Rate the overall quality

	Frequency	Percent	Cumulative Percent
Average	1	7.1	7.1
Above Average	10	71.4	78.6
Excellent	3	21.4	100.0
Total	14	100.0	

Qualitative Results from the Evaluation Form

1. Did you choose to sign the pledge to be a FORWARD Ally? _____ Yes _____ No

Please explain your choice to sign or not sign the FORWARD Ally pledge.

- Yes. I feel my opinions as an Ally can be helpful.
- Yes. Why would I not?
- Yes. Better to be part of a solution than part of the problem.
- Yes. All reasonable stuff.

2. 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 follow-up meetings for Allies.

- None at this point.
- None.
- Strategies that can be effective in dealing with climate.
- I think we need to also consider the same for males because this can happen to them not only for gender.
- Good data, I had some further questions about it.

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

- The data.
- Statistics presented.
- Nothing especially new, but a well-organized presentation of the issue.
- Recognition of the existing situation.
- All is helpful.
- NDSU data (e.g., climate).

4. 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 NDSU?

- Having a listening ear to concerns that females have in our department, college, and NDSU in general.
- Awareness of potential bias in letters of recommendation.
- Talk with female faculty and candidates.
- Talk more to female faculty?
- Think about recommendation letters.

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

- It was presented well, I have no suggestions.
- What strategies have some departments used to improve the climate?
- More data.
- Department specific data.

6. Please provide any additional comments you have about today's training and/or the FORWARD program in general on the back of this page.

- Very well done!