

FORWARD Ally Training September 11th, 2013

Attendance

- Six people attended the training and four completed evaluations.
 - Of these individuals, three (75%) identified as faculty members and one (25%) identified as an administrator.
 - When asked who encouraged the participants to attend the training, two (50%) identified their department chair, one (25%) identified a colleague, one (25%) identified themselves, one (25%) identified a dean, and one (25%) identified an Advocate or Ally. Participants were able to select more than one source of encouragement.
 - Four (100%) participants reported singing the pledge to be a FORWARD Ally.

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
Agree	4	100.0	100.0

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

	Frequency	Percent	Cumulative Percent
Agree	4	100.0	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	25.0	25.0
Agree	3	75.0	100.0
Total	4	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Agree	4	100.0	100.0

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Agree	4	100.0	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	1	25.0	25.0
Strongly Agree	3	75.0	100.0
Total	4	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Average	1	25.0	25.0
Above Average	3	75.0	100.0
Total	4	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. Interested in addressing gender bias.
 - Yes.
 - Yes. To make a concrete, if small, commitment.
 - Yes.

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.
 - Specific tasks/upcoming events.
 - More practical strategies.
3. What do you think were the most helpful or valuable aspects of the training you attended today?
 - NDSU in relation to peer institutions.
 - Learning about data and research.
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?
 - Conveying information about colleagues that is not gender biased.
 - Don't add gender qualifiers, such as excellent "female" faculty.
5. How could this training be improved to be more beneficial to you?
 - Focus more on strategies/suggestions/not on data.
 - More practical strategies.