

**NDSU FORWARD Ally Training at Lehigh University
October 3rd, 2013**

Attendance

- Seventeen individuals from Lehigh University completed evaluations of the two FORWARD Ally Training.
 - Of these individuals, 14 (82.4%) were faculty, and three (17.6%) were administrators.
 - One (5.9%) participant was encouraged by his dean to attend the ally training, two (11.8%) attendees were encouraged by their department chairs, one (5.9%) attendee was encouraged to attend by the vice-provost for diversity, two (11.8%) were encouraged by a colleague, one (5.9%) was encouraged by an Ally or Advocate, and 15 (88.2%) encouraged themselves to attend. 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
Agree	9	52.9	52.9
Strongly Agree	8	47.1	100.0
Total	17	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	7	41.2	41.2
Strongly Agree	10	58.8	100.0
Total	17	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	11.8	11.8
Agree	7	41.2	52.9
Strongly Agree	8	47.1	100.0
Total	17	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Agree	5	29.4	29.4
Strongly Agree	12	70.6	100.0
Total	17	100.0	

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Disagree	1	5.9	5.9
Agree	4	23.5	29.4
Strongly Agree	12	70.6	100.0
Total	17	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	2	11.8	11.8
Strongly Agree	15	88.2	100.0
Total	17	100.0	

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Below Average	1	5.9	5.9
Average	1	5.9	11.8
Above Average	9	52.9	64.7
Excellent	6	35.3	100.0
Total	17	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.
 - Should I actively discuss these issues with female colleagues?
 - What are some strategies aimed at changing a school's, department's, or university culture?
 - How can I effectively communicate these ideas to graduate and undergraduate students?
 - Time.
 - More on strategies and skills. This was an awareness session more than a "how to" do and "what to do" session. I had hoped to get more of what I think may be Allies training.

2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Ways to Advocate.
 - Great presentation and good real-life examples.
 - Unconscious gender bias, I was unaware of this. Things I can do as an advocate or an ally.
 - Awareness.
 - Subtle changes might make a big difference.
 - Discussion of strategies for changing climate.
 - A mechanism that is both logical and potentially effective.
 - Learning about research on subconscious bias.
 - Stats and discussion of their validity, male privilege discussion, the info on how men are differently evaluated by students in terms of teaching effectiveness descriptors.
 - Ability of presenters to push back constructively when participants challenged the statistical efficacy of published literature on bias.

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 Lehigh?
 - Communicate to students issues with gender.
 - Trying to push student groups away from gender specific roles.
 - The list of eleven actions.
 - Making sure that the two women in my department are equally part of department discussions.
 - Hire two women.
 - Check how I write reference letters. Be active on search committees to ID women candidates.
 - Address gender bias among students (e.g., in division of labor in groups).
 - Forming an ally group among male faculty.
 - Listen carefully and be aware of seeing bias in my responses.
 - Add the Advance line to position ads.
 - Importance of genuine commitment by male faculty.

4. How could this training be improved to be more beneficial to you?
 - More hands-on activities or group work.
 - I can't suggest any improvements.
 - Deal with sexual harassment/hostile environment.
 - Maybe start with two anonymous CVs , see if I can "tell" which one is a woman...
 - More discussion on tangible/implementable ideas, less on generalizable.
 - Spend one hour googling and reading: Nancy Duarte – especially the concept of a "slideology" and Garr Williams.
 - See #10 above [More on strategies and skills. This was an awareness session more than a "how to" do and "what to do" session. I had hoped to get more of what I think may be Allies training]. Another suggestion: Lehigh has university mentors. Recruit and train all of these (both male and females) as allies and advocates.
 - Fine as delivered.

5. Please provide any additional comments you have about today's training below or on the back of this page.
 - Great work; thank you!!
 - Great supporting data for statements.
 - As someone from a non-STEM area, we have a very different male-female balance. That does not, however, mean that male privilege isn't still a problem, as well as gender role socialization.