

FORWARD Ally Training: Deans and Vice Presidents October 24th, 2013

Attendance

Ten individuals attended the training and nine completed evaluations.

- When asked about their roles at NDSU, eight participants (88.9%) said administrator and one (11.1%) said other.
- When asked about who encouraged them to attend the training, one participant (11.1%) said department chair, four (44.4%) said themselves, two (22.2%) said the provost, one (11.1%) said an invitation, and two (22.2%) did not respond.

Quantitative Results from the Evaluation Form

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

	Frequency	Percent	Cumulative Percent
Agree	2	22.2	22.2
Strongly Agree	7	77.8	100.0
Total	9	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	2	22.2	22.2
Strongly Agree	7	77.8	100.0
Total	9	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
Agree	4	44.4	44.4
Strongly Agree	5	55.6	100.0
Total	9	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	2	22.2	22.2
Strongly Agree	7	77.8	100.0
Total	9	100.0	

The training was clear and well-organized.

	Frequency	Percent	Cumulative Percent
Agree	1	11.1	11.1
Strongly Agree	8	88.9	100.0
Total	9	100.0	

I would recommend this training to others.

	Frequency	Percent	Cumulative Percent
Agree	1	11.1	11.1
Strongly Agree	8	88.9	100.0
Total	9	100.0	

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

	Frequency	Percent	Cumulative Percent
Strongly Agree	9	100.0	100.0

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

	Frequency	Percent	Cumulative Percent
Strongly Agree	9	100.0	100.0

How would you rate the overall quality of this training?

	Frequency	Percent	Cumulative Percent
Above Average	2	22.2	25.0
Excellent	6	66.7	100.0
Missing Data	1	11.1	
Total	9	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.
 - Retention is a key problem; as are spousal accommodations.
2. What do you think were the most helpful or valuable aspects of the training you attended today?
 - Understanding unconscious gender bias.
 - Refreshed on previous training.
 - The level of the people attending.
 - Unconscious bias and its impact.
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 NDSU?
 - Be more visible in being supportive of ally training.
 - Focus on ally training in our college.
4. How could this training be improved to be more beneficial to you?
 - One of the best parts was discussion and sharing time.
 - Use case studies.