

**FORWARD**  
*Advocates and Allies Skill Development Workshop*  
**April 23<sup>rd</sup>, 2015**

Attendance

Twelve participants attended the training, and all 12 completed evaluations.

- Seven (58.3%) participants identified as faculty members and five (41.7%) as administrators.

Quantitative Results from the Evaluation Form

**I have learned additional skills or tools to more effectively intervene to improve the climate for women faculty as a result of my participation in this workshop.**

	Frequency	Percent	Cumulative Percent
Agree	4	33.3	33.3
Strongly Agree	8	66.7	100.0
Total	12	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 workshop.**

	Frequency	Percent	Cumulative Percent
Agree	5	41.7	41.7
Strongly Agree	7	58.3	100.0
Total	12	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	3	25.0	25.0
Strongly Agree	9	75.0	100.0
Total	12	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	3	25.0	25.0
Strongly Agree	9	75.0	100.0
Total	12	100.0	

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

	Frequency	Percent	Cumulative Percent
Agree	1	8.3	8.3
Strongly Agree	11	91.7	100.0
Total	12	100.0	

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

	Frequency	Percent	Cumulative Percent
Disagree	1	8.3	8.3
Strongly Agree	11	91.7	100.0
Total	12	100.0	

**How would you rate the overall quality of this workshop?**

	Frequency	Percent	Cumulative Percent
Above Average	8	66.7	66.7
Excellent	4	33.3	100.0
Total	12	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. Your suggestions will be used to structure future skill development workshops for Allies.
  - More active exercises (like the scenarios).
  - How to respond to male faculty who believe that accounting for implicit bias is introducing a new bias.
2. What do you think were the most helpful or valuable aspects of the training you attended today?
  - Seeing more of what people have actually done.
  - The discussion of scenarios. The facilitators also addressed questions well and did a nice job of promoting an interactive/dialogue session.
  - Scenarios and group conversation.
  - Open discussion.
  - 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 NDSU?
  - Positive ways to structure and intervene in meetings.
  - Write things down at meetings. Turn away from the rude person.
  - Meeting rules to ensure everyone's opinion is heard and respected.
4. How could this training be improved to be more beneficial to you?
  - No need for the rather heavy-handed introductory material. Go straight to intervention.
  - More active exercises.
  - More time.
  - More time! 😊
  - Make it a 90-minute workshop so more time for discussion.