



Breaking the Bias Habit Workshop by WISELI.
 October 15, 2015.
Evaluation Form

This evaluation will help the UVa CHARGE program assess progress toward its goals for the workshop and the overall program. Your answers will be confidential and aggregated with responses from other participants and entered into an online survey system to generate a statistical report for NSF.

Part I

Please indicate your level of knowledge about each of these concepts before the workshop and now, and your expected level of usefulness in your future role (as DDI/Advocate/School P&T/Department P&T/Future trainer). Use the following scale:

0=No Knowledge/Usefulness 1=Little Knowledge/Usefulness 2=Some Knowledge/Usefulness 3=Much Knowledge/Usefulness

Concept	Knowledge BEFORE				Knowledge NOW				Usefulness IN FUTURE			
	0	1	2	3	0	1	2	3	0	1	2	3
Expectancy bias	0	1	2	3	0	1	2	3	0	1	2	3
Prescriptive gender norms	0	1	2	3	0	1	2	3	0	1	2	3
Role congruity/incongruity	0	1	2	3	0	1	2	3	0	1	2	3
Reconstructing credentials	0	1	2	3	0	1	2	3	0	1	2	3
Stereotype priming	0	1	2	3	0	1	2	3	0	1	2	3
Stereotype threat	0	1	2	3	0	1	2	3	0	1	2	3
Strategies for deliberate practice of non-biased behaviors	0	1	2	3	0	1	2	3	0	1	2	3

Part II

Please indicate your level of confidence about performing your role (as DDI/Advocate/School P&T/Department P&T/Future trainer) in the following situations. Use the following scale:

0=Not Confident 1=A Little Confident 2=Confident 3=Very Confident

Situation	Confidence Level			
	0	1	2	3
Ensuring that differing perspectives are equally respected	0	1	2	3
Confronting a colleague when he/she is using biased language	0	1	2	3
Intervening when a senior colleague is dominating the conversation or decision	0	1	2	3
Reminding colleagues to use consistent rubrics/criteria when reviewing materials	0	1	2	3
Drawing attention to colleagues' formal and informal use of implicit biases that are affecting the search committee/P&T process	0	1	2	3
Holding colleagues accountable for upholding fair and equitable processes	0	1	2	3
Overall level of confidence in your readiness to effectively serve as Advocate/Ally/DDI for search committees, based on today's training	0	1	2	3

Part III

Thinking specifically about your role as (as DDI/Advocate/School P&T/Department P&T/Future trainer), list 3 specific examples where you expect to use what you learned in this workshop:

1. _____
2. _____
3. _____

Part IV

In what role are you attending this training?

- Director of Diversity and Inclusion (DDI)/Advocate
- School Promotion and Tenure (P&T)
- Department Promotion and Tenure (P&T)
- Future trainer

What is your gender? Female Male Other: _____

What is your college/school/unit?

- | | |
|---|--|
| <input type="checkbox"/> School of Architecture | <input type="checkbox"/> School of Law |
| <input type="checkbox"/> College and Graduate School of Arts and Sciences | <input type="checkbox"/> Frank Batten School of Leadership and Public Policy |
| <input type="checkbox"/> Darden School of Business | <input type="checkbox"/> School of Medicine |
| <input type="checkbox"/> McIntire School of Commerce | <input type="checkbox"/> School of Nursing |
| <input type="checkbox"/> School of Continuing and Professional Studies | <input type="checkbox"/> College at Wise |
| <input type="checkbox"/> Curry School of Education | <input type="checkbox"/> Provost's Office |
| <input type="checkbox"/> School of Engineering and Applied Science | <input type="checkbox"/> Other: _____ |

What is your role/position? *[List all options]*

- | | |
|--|---|
| <input type="checkbox"/> Professor | <input type="checkbox"/> Associate Dean |
| <input type="checkbox"/> Associate Professor | <input type="checkbox"/> Program or Center Director |
| <input type="checkbox"/> Assistant Professor | <input type="checkbox"/> HR Professional |
| <input type="checkbox"/> Lecturer | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Department chair | |

What topics did you hope would be covered in this workshop, yet were not? _____

Do you have any other comments about this training? _____

Thank you