



# ADVANCING GENDER EQUITY FOR FACULTY

MAY 19-20, 2022



Allyship and Inclusive Leadership Strategies



**REDUCE** Gender Biases  
and **TRANSFORM**  
Institutional Policies

| Olscamp Hall  
Bowling Green State University  
Bowling Green, OH 43403



[www.bgsu.edu/allies](http://www.bgsu.edu/allies)

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Please visit the conference website for updates and additional information:

<https://www.bgsu.edu/allies/conference.html>



*Building Inclusive Leadership Practices  
and Policies to Transform the Institution*



# ABOUT THE CONFERENCE

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## OVERVIEW

What would the academic workplace look like if faculty routinely acted as allies for their marginalized colleagues? If faculty administrators incorporated inclusive leadership principles and practices in all their daily tasks?

The BGSU ALLIES team invites you to join with colleagues to share ideas, strategies, and findings that will transform institutions of higher learning.

## PURPOSE

The purpose of this conference is to disseminate best practices for higher education administrators and faculty to reduce gender biases and transform institutional policies and practices. This conference will serve those interested in shaping sustainable institutional change by developing faculty allyship and inclusive leadership programs at their institutions.

We invite faculty, academic leaders, administrators, graduate students, and postdoctoral scholars from across the country to participate. We particularly encourage current and past NSF-ADVANCE grant team members and those interested in submitting to the ADVANCE program to attend. Bring a team of colleagues to take advantage of this opportunity to have the conversations you need!

## CONTEXT

Women and faculty of color (FOC) in most disciplines are not promoted to full professor or leadership positions at an equitable rate. They also report lower levels of satisfaction with campus climate. Additionally, women and FOC are underrepresented in science, technology, engineering, and mathematics (STEM) applicant pools and hires relative to the available pool of women with doctorates in those fields. These issues are rooted in structural and institutional forms of sexism and racism as well as implicit and explicit gender and racial biases, both individually and in their intersection.

## FORMAT

This two-day conference engages attendees in interactive sessions that offer time and space to talk about what works and what doesn't.

Participants can attend conference sessions including panels, roundtable discussions, lightning rounds, training workshops, and posters. Our keynote speaker will present proven strategies for developing inclusive leaders. The conference includes numerous informal and semi-structured networking opportunities, allowing participants to connect with each other and build their own networks of collaboration and support.

Included with conference registration, attendees will be able to participate in a special interactive workshop on bias awareness and intervention conducted by PowerPlay Interactive Development and Dr. Stephanie Goodwin (Inclusion Works, Inc.).

## PARTICIPANT OUTCOMES

Participants will leave the conference with proven allyship and inclusive leadership strategies and effective tools to take back to their own universities, as well as new skills and a network of colleagues who can support them as they work to transform their own institutions.

# ABOUT BGSU ALLIES

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BGSU ALLIES: Building Inclusive Leadership Practices and Policies to Transform the Institution is an Adaptation project funded by the National Science Foundation's ADVANCE program (Award No. 1760389). To learn more about the ALLIES project, visit our website, follow our social media accounts, or send us an email.

Website: <https://www.bgsu.edu/allies.html>  
Facebook: <https://www.facebook.com/BGSUAlliesProject/>  
Twitter: <https://twitter.com/BGSUAllies>  
Email: [allies@bgsu.edu](mailto:allies@bgsu.edu)



# SPONSOR ACKNOWLEDGMENT

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## Thank you to all those who have sponsored this conference!

Bowling Green State University:

- Office of the President
- Office of the Provost
- Vice President for Research and Economic Engagement
- Division of Diversity and Belonging
- Project SEA Change

Supported by the National Science Foundation's ADVANCE program through the grant project "BGSU ALLIES: Building Inclusive Leadership Practices and Policies to Transform the Institution" (NSF Award No. 1760389). Any opinions, findings, and conclusions or recommendations expressed in conference materials or presentations are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.

# MATERIALS AND RESOURCES

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If speakers have chosen to share materials or resources related to their presentation, they will be available on the conference website after the event has concluded: <https://www.bgsu.edu/allies/conference.html>.

# ORGANIZING COMMITTEE

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- Dr. Ellen Broido, Professor, Department of Higher Education & Student Affairs
- Dr. Lisa Hanasono, Associate Professor, School of Media & Communication
- Dr. Sheila Roberts, Associate Dean, College of Arts & Sciences
- Dr. Karen Root, Professor, Department of Biological Sciences
- Dr. Peg Yacobucci, Professor, School of Earth, Environment & Society
- Kaoutar Benchouk, doctoral student, Higher Education & Student Affairs

# CONFERENCE SCHEDULE

**Thursday May 19, 2022**

11:00 AM - 4:00 PM	<b>Registration Services</b>	
12:00 - 1:00 PM	<b>Lunch &amp; Opening Remarks</b>	
1:00 - 1:15 PM	<b>Break</b>	
1:15 - 4:15 PM	<b>Special Workshop – Speaking Up: How Bystanders Can Change the Conversation about Social Bias</b> - University of New Hampshire PowerPlay team and Dr. Stephanie Goodwin of Inclusion Works, Inc. (Note: This workshop will repeat 6-9 PM. Seating is limited.)	
1:15 - 2:15 PM	<b>Roundtable – Ally: A Noun or a Verb?</b> - Tabitha DiBacco and Tabitha Mpamira, Western Michigan University	<b>Panel – Leading for Intersections: Academic Diversity Officers and Sustainable Equitable Change</b> - Jeffrey Grim (panel chair), Tabbye Chavous, Rushika Patel, Whitney Peoples, University of Michigan
2:15 - 2:30 PM	<b>Break</b>	
2:30 - 3:45 PM	<b>Roundtable – Measuring Faculty Allyship</b> - Hyun Kyoung Ro, University of North Texas; Ellen M. Broido, Bowling Green State University	<b>Panel – Conducting Inclusive Leadership Development Workshops for Gender and Intersectional Equity</b> - Lynn Singer (panel chair), Diana Bilimoria, Susan Freimark, Cynthia Kubu, Case Western Reserve University
3:45 - 4:00 PM	<b>Break</b>	
4:00 - 4:45 PM	<b>Poster Session</b>	
4:45 - 6:00 PM	<b>Networking &amp; Dinner</b>	
6:00 - 9:00 PM	<b>Special Workshop – Speaking Up: How Bystanders Can Change the Conversation about Social Bias</b> - University of New Hampshire PowerPlay team and Dr. Stephanie Goodwin of Inclusion Works, Inc. (Note: Same as 1:15 PM workshop. Seating is limited.)	

# CONFERENCE SCHEDULE

## Friday May 20, 2022

7:00 AM - 3:00 PM	<b>Registration Services</b>	
7:00 - 9:00 AM	<b>Continental Breakfast</b>	
8:30 - 9:00 AM	<b>Opening Remarks</b>	
9:00 - 9:15 AM	<b>Break</b>	
9:15 - 10:30 AM	<b>Panel – Men Allies Talk about Allyship -</b> <i>Michael J. Zickar (panel chair), Ray A. Larsen, Michael Y. Ogawa, Eric A. Worch, Bowling Green State University</i>	<b>Workshop – Promoting DEI and Allyship in Governance Codes, Policies, Procedures, Promotion and Tenure Guidelines -</b> <i>Rachel Roper, Brody Medical School, East Carolina University</i>
10:30 - 10:45 AM	<b>Break</b>	
10:45 - 11:45 AM	<b>Roundtable – Sustaining Gender Equity and Inclusion Initiatives -</b> <i>Margaret M. Yacobucci, Bowling Green State University; Ann Burnett, North Dakota State University</i>	<b>Lightning Round Presentations</b> <ul style="list-style-type: none"> <li>• <b>Implementing a 16-week Paid Parental Leave Policy: An Equity Issue -</b> <i>Lauren McClain, Western Kentucky University</i></li> <li>• <b>Mentoring Circles at Murray State University -</b> <i>Maeve McCarthy, Reigh Kemp, Murray State University</i></li> <li>• <b>Sowing Seeds of Diversity: University Initiatives to Support Graduate Students -</b> <i>Jocelyn Gordon, University of Nebraska-Lincoln</i></li> </ul>
11:45 AM - 12:00 PM	<b>Break</b>	
12:00 - 1:30 PM	<b>Lunch &amp; Keynote Address: Inclusive Leadership at Work: Becoming an Active Ally -</b> <i>Dr. Diana Bilimoria, Case Western Reserve University</i>	
1:30 - 1:45 PM	<b>Break</b>	
1:45 - 3:00 PM	<b>Workshop – Intersectionality, International Faculty and Inclusive Excellence -</b> <i>Suzanna Rose, Florida International University</i>	<b>Workshop – Six Traits of Inclusive Leaders -</b> <i>Susana Peña, Sheila Roberts, Michael J. Zickar (facilitators), Bowling Green State University</i>
3:00 - 3:15 PM	<b>Break</b>	
3:15 - 4:30 PM	<b>Panel – Grassroots to Dean Allyship: Gender Equity Initiatives in Academic Medicine -</b> <i>Margaret Powers-Fletcher (panel chair), Elizabeth Leenellett, Laura Conforti, Heather Christensen, Aaron Marshall, Malia Schram, University of Cincinnati College of Medicine</i>	<b>Workshop – Equitable Hiring Practicum: Creating a Hands-On Approach to Transform Hiring -</b> <i>Noelle Comolli, Lauren Miltenberger, Adam Smith, Villanova University</i>
4:30 - 4:45 PM	<b>Break</b>	
4:45 - 5:30 PM	<b>Closing Remarks</b>	

**Thursday, May 19**

**1:15 – 4:15 PM**

## SPECIAL WORKSHOP

### **Speaking Up: How Bystanders Can Change the Conversation about Social Bias**

*Inclusion Works, Inc. and PowerPlay Interactive Development*

Ever wondered “Why didn’t I say something?” after witnessing social bias—a stereotype, a prejudice or discrimination—that happened in your everyday life? Deciding whether and how to respond to bias is complicated. Understanding what motivates us to speak up, the challenges we face when doing so, and strategies for effective responding can help bystanders to bias better evaluate their options and select effective strategies. In this workshop, attendees will first learn about bystander reactions to social biases and how these reactions can help or hinder decisions to speak up. Building on this understanding, participants will learn key strategies for speaking up that invite reflection and dialogue. Attendees will then be invited to apply these concepts to everyday incidents of bias through facilitated interaction and discussion.

*Inclusion Works, Inc.—founded by Stephanie A. Goodwin, Ph.D.—brings diversity science to bear on DEI strategy. Inclusion Works partners with organizations around the country to effect evidence-based institutional change. An elected Fellow of the Society of Experimental Social Psychology, Dr. Goodwin has 20+ years of experience in higher education as a scientist, educator, and academic leader with expertise in diversity and inclusion science, faculty development, and academic affairs. Her “Speaking Up” workshops have promoted dialogue to improve organizational culture and reduce identity harassment at 30+ universities and professional societies across the US.*

*PowerPlay Interactive Development—an entrepreneurial program of the University of New Hampshire, is a professional applied theatre company. We create unique training models for a diverse group of clients across the country. Our dynamic interactive model utilizes applied theatre techniques to safely engage participants in challenging conversations around bias, harassment, communication, collaboration, and leadership. PowerPlay has engaged in an extensive collaboration with Dr. Goodwin in the development and execution of this program.*

**1:15 – 2:15 PM**

## ROUNDTABLE

### **Ally: A Noun or a Verb?**

*Tabitha DiBacco, Tabitha Mpamira (Western Michigan University)*

To appropriately pursue action, individuals must understand what (a) allyship is, (b) what facilitates and impedes allyship, and (c) how mindfulness can aid us in the pursuit of allyship. This roundtable will center discussion on these core topics of allyship.

## PANEL

### **Leading for Intersections: Academic Diversity Officers and Sustainable Equitable Change**

*Jeffrey Grim (panel chair), Tabbye Chavous (University of Michigan, Ann Arbor)*

Academic diversity officers (ADOs) are a popular organizational structure to coordinate DEI initiatives and lead equitable change in academic schools/colleges. This panel discussion will be led by a diverse group of experienced ADOs at the University of Michigan who will share how to overcome resistance to equitable and intersectional change.

# SESSION DESCRIPTIONS

2:30 – 3:45 PM

## ROUNDTABLE

### **Measuring Faculty Allyship**

*Hyun Kyoung Ro (University of North Texas), Ellen M. Broido (Bowling Green State University)*

In this roundtable, we will briefly present the process of developing survey instruments measuring faculty ally behaviors and relevant organizational context factors. Discussion with participants will center on opportunities and challenges in quantifying these behaviors, competing theoretical frameworks, and application of findings from the pilot study.

## PANEL

### **Conducting Inclusive Leadership Development Workshops for Gender and Intersectional Equity**

*Lynn Singer (panel chair), Diana Bilimoria, Susan Freimark, Cynthia Kubu (Case Western Reserve University)*

This panel discussion will describe various programs being conducted at Case Western Reserve University to advance gender and intersectional equity through inclusive leadership development. These include the To Tenure and Beyond (early career faculty), the WFLDI (mid-career women faculty), and the Asian Faculty leadership programs across the university, and the FLEX, FRAME and REFRAME programs in the School of Medicine.

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4:00 – 4:45 pm

## POSTER SESSION

### **Adapting the Advocates and Allies Concept at Marquette University**

*Cristinel Ababei, Robert W. Peoples, Jeanne M. Hossenlopp (Marquette University)*

As part of an adaptation NSF ADVANCE award at Marquette University, the Advocates group' activities started with traditional ideas and then moved to cover intersectionality aspects as well as to building a national network of advocates. In this poster, practices that worked and that did not work will be discussed.

### **Gender Difference in the Context of the I-Corps Entrepreneurship Education Program**

*Alanna Epstein (University of Michigan), Nathalie Duval-Couetil (Purdue University), Aileen Huang-Saad (Northeastern University)*

In comparison to male participants, female I-Corps participants reported less entrepreneurial experience prior to the program, poorer team relationships during the program, and lower entrepreneurial intention and technology commercialization readiness at both the beginning and the end of the program.

### **Activating Faculty Bystanders to Address Microaggressions in the Academy: Get A Collective GRIP Framework**

*Karoline Evans, Yun Ling Li, Michelle Haynes-Baratz, Meg A. Bond, Tuğba Metinyurt, Daniel Arroyo-Rodríguez (University of Massachusetts Lowell)*

We summarize UML's Get A Collective GRIP active bystander program developed as part of our NSF ADVANCE Institutional Transformation initiative, Making WAVES. A distinctive aspect of our approach is the emphasis on contextual factors in the content of the training AND the broader embedding of the program on our campus.



## **Catalyzing Change to Advance Gender Equity: BGSU Faculty Allies**

*Lisa K. Hanasono, Karen V. Root, Kaoutar Benchouk, Ellen M. Broido, Blaze Campbell-Jacobs, Stacey Rychener, Margaret M. Yacobucci (Bowling Green State University)*

The BGSU Faculty Allies Program trained a critical mass of faculty to effectively serve as allies and advance gender equity. In this poster, we present this peer-based program's framework, methods, and impact. We also provide recommendations for those who would like to establish a similar program on their campuses.

## **Faculty Voices on Policy: What's Needed during the Pandemic and Beyond**

*Lauren McClain, Natasha Gerstenschlager (Western Kentucky University)*

Faculty work-life has been upended by the pandemic, especially for parents (women, in particular) and faculty of color. Student-centered responses to the pandemic have ignored the changing needs of faculty. The Pandemic and Academic Work-Life Study sheds light on ways administrators can support faculty during and beyond the pandemic.

## **Advancing Gender Equity Through Department Transformation**

*Amanda Mosier, Kathy Johnson (Indiana University–Purdue University Indianapolis)*

We share processes, measurement strategies, and outcomes associated with the awarding of Department Enhancement Grants to STEM departments. Projects were aimed at improving department climates for women (particularly women of color) through transformation of department processes and practices to reduce inequities. Lessons learned and considerations for scaling will be discussed.

## **Implications of Gender Bias at a Small Public University**

*Shanna Nifoussi (University of Wisconsin – Superior)*

The purpose of this project was to identify and determine the occurrence of gender bias on a small public university campus. Though widely recognized, the experiences and implications differed between genders and across career stages. Identification of specific issues regarding gender bias on our campus can inform impactful interventions.

## **Equity Impact Assessments for University Policies**

*Margaret M. Yacobucci (Bowling Green State University)*

Equity impact assessments are a tool by which university policies are evaluated for potential differential negative impacts on protected groups. This poster will describe the concept of equity impact assessments, outline the key components of our assessment rubric, and discuss how we established this process at BGSU.

# SESSION DESCRIPTIONS

6:00 – 9:00 PM

## SPECIAL WORKSHOP

### **Speaking Up: How Bystanders Can Change the Conversation about Social Bias**

*Inluxion Works, Inc. and PowerPlay Interactive Development*

Ever wondered “Why didn’t I say something?” after witnessing social bias—a stereotype, a prejudice or discrimination—that happened in your everyday life? Deciding whether and how to respond to bias is complicated. Understanding what motivates us to speak up, the challenges we face when doing so, and strategies for effective responding can help bystanders to bias better evaluate their options and select effective strategies. In this workshop, attendees will first learn about bystander reactions to social biases and how these reactions can help or hinder decisions to speak up. Building on this understanding, participants will learn key strategies for speaking up that invite reflection and dialogue. Attendees will then be invited to apply these concepts to everyday incidents of bias through facilitated interaction and discussion.

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## Friday, May 20

9:15-10:30 AM

## PANEL

### **Men Allies Talk about Allyship**

*Michael J. Zickar (panel chair), Ray A. Larsen, Michael Y. Ogawa, Eric A. Worch (Bowling Green State University)*

In this panel discussion, men who have gone through BGSU’s Faculty Allies program will talk about allyship and the lessons they have learned and challenges they have faced in being better colleagues.

## WORKSHOP

### **Promoting DEI and Allyship in Governance Codes, Policies, Procedures, Promotion and Tenure Guidelines**

*Rachel Roper (Brody Medical School, East Carolina University)*

Strategic plans may support DEI, but often the goals do not filter down to colleges and departments. We describe here a process of implementing DEI in codes of operation university wide, and especially in promotion and tenure guidelines with examples for teaching, research, service, and clinical duties (where applicable).

**10:45 – 11:45 AM**

## ROUNDTABLE

### **Sustaining Gender Equity and Inclusion Initiatives**

*Margaret M. Yacobucci (Bowling Green State University)*

Universities face many challenges in sustaining gender equity and inclusion initiatives to support lasting institutional change. In this roundtable, participants will discuss these challenges and develop strategies for translating equity and inclusion work into institutional structures, practices, and policies.

## LIGHTNING ROUND PRESENTATIONS

### **Implementing a 16-week Paid Parental Leave Policy: An Equity Issue**

*Lauren McClain (Western Kentucky University)*

Western Kentucky University was the first university in Kentucky to implement a 16-week paid parental leave policy for faculty (and 12 weeks for staff). This talk will explain the process used to put the policy in place and the benefits for employees and the university.

### **Mentoring Circles at Murray State University**

*Maeve L. McCarthy, Reigh Kemp, David Balthrop, Claire Fuller, Paula Waddill, Robin Zhang (Murray State University)*

Mentoring circles provide important connections and support among faculty, serve to help women faculty reduce social isolation and develop the networks that are essential for professional development and success. They can also serve as a catalyst for institutional change by bringing concerns to the attention of university administrators.

### **Sowing Seeds of Diversity: University Initiatives to Support Graduate Students**

*Jocelyn Gordon (University of Nebraska-Lincoln)*

The Institute of Agricultural Sciences and Natural Resources created the Graduate Student Development position to support graduate students through communication, professional development, mentoring, and diverse experiences, such as the Justice, Equity, Diversity, and Inclusion (JEDI) Digital Badge. JEDI participation is open to all interested in becoming institutional advocates for change.

# KEYNOTE SPEAKER

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**12:00 – 1:30 PM**

**Lunch & Keynote Speaker**

## **Inclusive Leadership at Work: Becoming an Active Ally**

In this talk we will describe what inclusive leadership is and how we can become better allies of people with marginalized identities at work. Using examples from workplace interactions and discussion exercises, we will discuss how to become an active ally to support individuals' advancement and transform institutions.



***Dr. Diana Bilimoria, Ph.D.  
KeyBank Professor and Chair of Organizational Behavior at the  
Weatherhead School of Management, Case Western Reserve University.***

Dr. Diana Bilimoria research interests focus on gender, diversity, equity and inclusion in governance and leadership, and organizational transformation. Her studies have helped corporate, educational, and nonprofit organizations reinvent themselves and establish practices that attract and retain a high-performance, diverse workforce. She has written 4 books and over 135 academic journal articles and book chapters. Dr. Bilimoria was elected to serve on the Board of Governors of the Academy of Management, and served as the editor of the *Journal of Management Education*. Awards she has received include the *Scholarly Contributions to Educational Practice Advancing Women in Leadership Award* and the *Janet Chusmir Distinguished Service Award* from the Gender and Diversity in Organizations Division of the Academy of Management, the *Weatherhead School of Management Enduring Research Impact Award*, the *Weatherhead School of Management Teaching Excellence Award*, and the *Weatherhead School of Management's Doctoral Teaching Excellence Award*. More detailed information is available at: <http://faculty.weatherhead.case.edu/bilimoria>.

1:45 – 3:00 PM

## WORKSHOP

### **Intersectionality, International Faculty and Inclusive Excellence**

*Suzanna M. Rose, Sanaz Farhangi, Sharan Ramaswamy (Florida International University)*

In this workshop, research on the commitment of international faculty to adhere to hiring and retaining more women in STEM will be described. The effectiveness of a bystander intervention program to increase international faculty's awareness of a commitment to inclusive excellence will be described. Small group interaction using a case study will be used to illustrate some of the issues experienced by STEM women with regard to same-nationality men faculty. Additional solutions will be proposed.

## WORKSHOP

### **Six Traits of Inclusive Leaders**

*Susana Peña, Sheila Roberts, Michael J. Zickar (Bowling Green State University)*

In this session, members of our BGSU ALLIES Inclusive Leadership Team will present a workshop that they have given to administrative leaders at BGSU. The training is designed for individual faculty leaders to assess and work on six traits that have been associated with successful inclusive leadership.

3:15 – 4:30 PM

## PANEL

### **Grassroots to Dean Allyship: Gender Equity Initiatives in Academic Medicine**

*Margaret Powers-Fletcher (panel chair), Elizabeth Leenellett, Laura Conforti, Heather Christensen, Aaron Marshall, Malia Schram (University of Cincinnati College of Medicine)*

A diverse panel will share examples of how faculty and students can effectively champion gender equity & allyship to the institutional leadership. Explanations of organizational strategy and question prompts from the panel will encourage participants to actively reflect on how they could leverage similar initiatives at their own institutions.

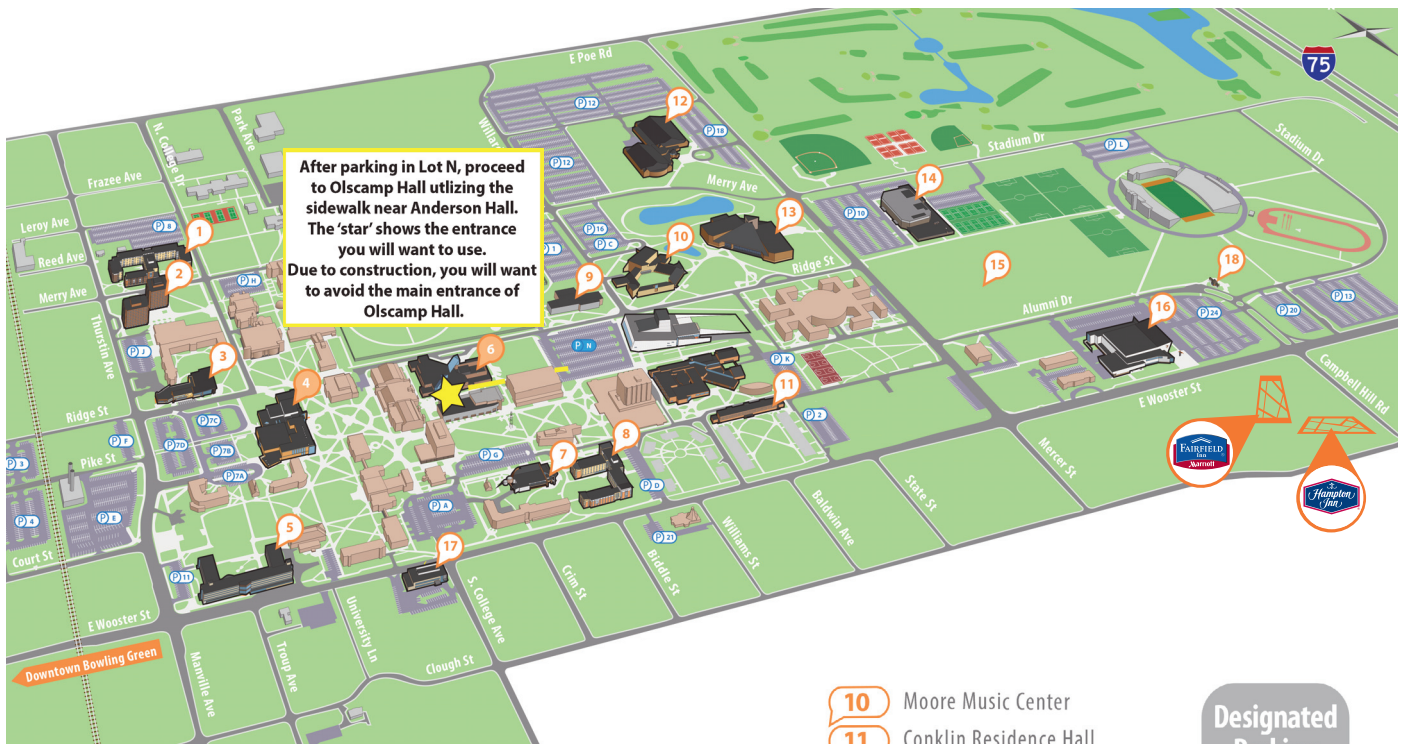
## WORKSHOP

### **Equitable Hiring Practicum: Creating a Hands-On Approach to Transform Hiring**

*Noelle Comolli, Lauren Miltenberger, Adam Smith (Villanova University)*

Facing questions about translating theoretical concepts into actionable steps, the team at Villanova University created interactive, hands-on workshops focused on building equity into all steps of the hiring process. In this workshop, we will present information about the Equitable Hiring Practicum and strategies to establish similar programs on your campus.

# MAP



## Conference Facilities

- 1 Falcon Heights Residence Hall
- 2 Offenbauer Tower Residence Hall
- 3 The Oaks Dining Center

- 4 Bowen-Thompson Student Union
- 5 Founders Residence Hall
- 6 Olscamp Hall
- 7 Carillon Place Dining
- 8 Centennial Residence Hall
- 9 College of Health & Human Services

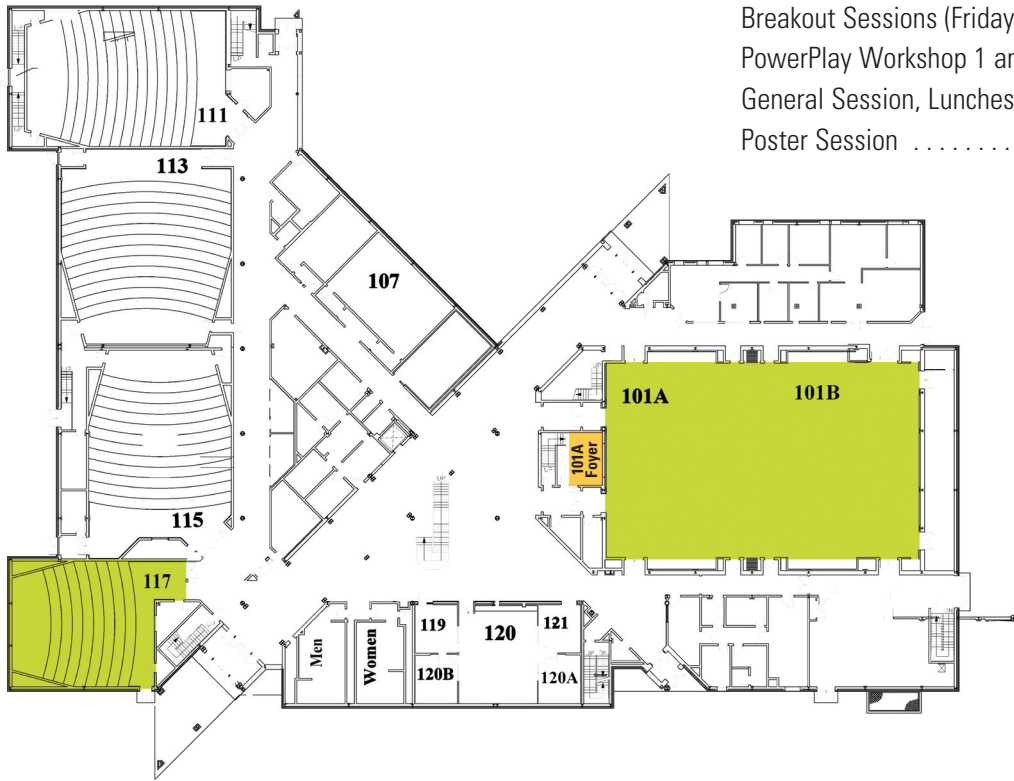
- 10 Moore Music Center
- 11 Conklin Residence Hall
- 12 Perry Field House
- 13 Student Recreational Center
- 14 Ice Arena
- 15 Intramural Fields
- 16 Stroh Center
- 17 Falcon Health Center
- 18 Visitor's Information Center

**Designated Parking**

P N

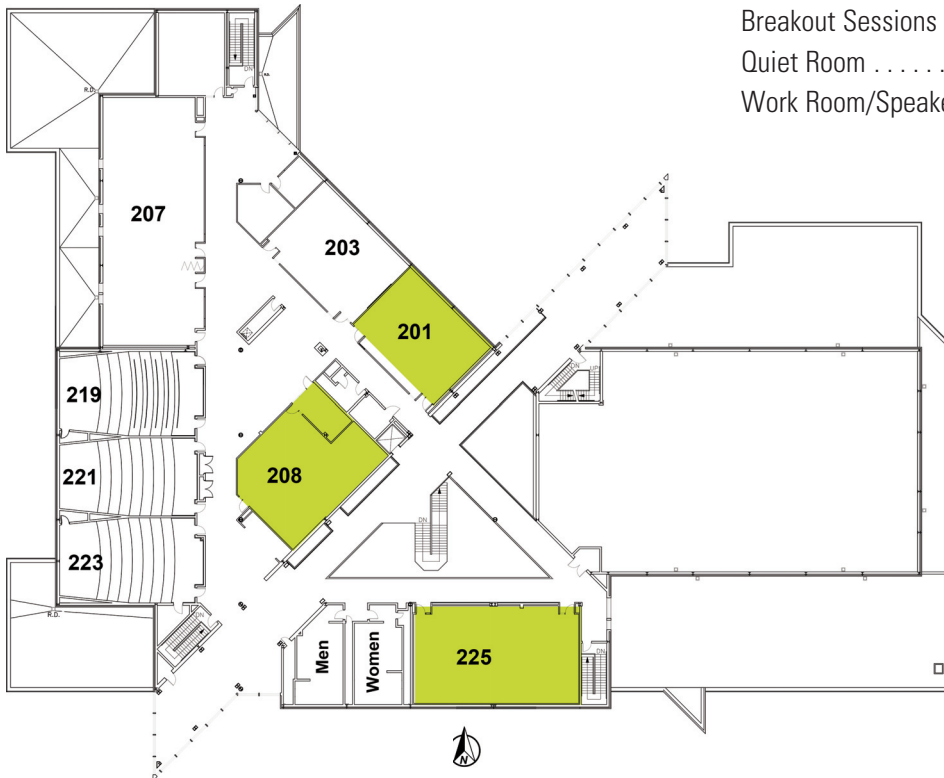
# OLSCAMP HALL MAP - FIRST FLOOR

- Registration .....101A Foyer
- Breakout Sessions (Thursday) .....117
- Breakout Sessions (Friday) .....101B
- PowerPlay Workshop 1 and 2 .....101B
- General Session, Lunches, Keynote ...101A
- Poster Session .....101A



# OLSCAMP HALL MAP - SECOND FLOOR

- Breakout Sessions .....225
- Quiet Room .....201
- Work Room/Speaker Prep .....208





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**BGSU**<sup>®</sup>



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