

### Constructing and Catalyzing Change: Building a Sustainable Faculty Allyship Program

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NSF ADVANCE-Adaptation Track  
(Award No. 1760389)



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### Agenda

#### Panel Presentation

- Context of the Faculty Allies training
- Pedagogical design and sequencing
- Extending training to Chairs/Directors

#### Discussion with the Audience



### Session Goals

1. **Share strategies** for engaging STEM faculty in ongoing Faculty Allies training
2. Explain **sequencing** of activities to form a scaffold of support as faculty develop allyship and bystander skills
3. Discuss with audience how strategies could be **applied at your institutions**



### BGSU ALLIES: Building Inclusive Leadership Practices and Policies to Transform the Institution

3-year, \$984,484 ADVANCE-Adaptation Track project  
September 2018 – August 2021



**Project goal:**  
To make **allyship** and **inclusive leadership** the expectation and norm at BGSU

**Co-PIs and Senior Personnel:**  
Peg Yacobucci, Mike Ogawa, Lisa Hanasono, Julie Matuga, Sheila Roberts, Ellen Broido, Deb O’Neil, Susana Peña, Hyun Kyoung Ro, Karen Root, Stacey Rychener, Rachel Vannatta, Mike Zickar

**Doctoral Student Team Members:**  
Blaze Caprice-Amore Campbell & Jody Kunk-Czaplicki



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### Two Approaches


#### Faculty Allies

**Goal:**  
40% of full-time faculty in target units will complete our allyship and bystander intervention training

#### Inclusive Leadership & Institutional Change

**Three Components:**

1. Inclusive leadership training for Chairs/Directors
2. Policy revisions
3. Data improvements



### Contexts of BGSU Why Diversity, Equity & Inclusion Matters?

- Faculty Demographics
- Evidence of Bias and Discrimination
  - COACHE Survey
  - BGSU Climate Survey
- Need for Allyship and Inclusive Leadership Development



Contexts of BGSU  
Why Diversity, Equity & Inclusion Matters?

"... diverse ideas, perspectives, and interests are a benefit to any institution and especially to science."

"... have a responsibility to leverage my role as a teacher, mentor, lab director, and faculty community member so that I can help support gender diversity and equity on our campus and in our community."

"...training as a faculty ally will help me to work at the forefront of change, providing support and information both within my department and across the community."



The Three "I"s – Our Unifying Theme

**Inclusion:** Essential to building BGSU's capacity for innovation

**Intersectionality:** Critical to challenging the complex systems of (dis)advantage that faculty experience

**Interconnections:** Important for breaking down barriers and building networks of support



Discussion Question

How can we address intersectionality more explicitly?



Scaffolding Faculty to Success

- We equip faculty with the **building blocks** to catalyze institutional change
- Through a series of scaffolding activities and ongoing training activities, we empower faculty to act **as allies and advocates for gender equity**



Pedagogical Design & Sequencing

- STEM faculty need continuing support and practices – a single training session is not enough!
- Programs that we have offered:
  - ✓ Pre-workshop materials on online module
  - ✓ Half-day workshop on allyship & bystander intervention
  - ✓ Follow-up events throughout semester and beyond
  - ✓ Selection and development of Faculty Advocates



Pre-workshop Online Modules

- |   |  |
|---|--|
| <b>What We Did</b>  | <b>What Worked</b>   |
| <ul style="list-style-type: none"><li>• Pre-Workshop Survey</li><li>• Implicit Association Tests</li><li>• Readings &amp; Resources</li></ul> | <ul style="list-style-type: none"><li>• IRB Approval &amp; Opt In/Out</li><li>• Baseline Data to Inform Training</li><li>• Online Repository</li></ul> |
| <b>What Did Not Work</b>  |  |
| <ul style="list-style-type: none"><li>• Pseudonyms</li></ul>  |  |



Half-Day Workshop on Allyship & Bystander Intervention

- Provost's Remarks
  - Overview of the ALLIES Project
  - Workshop Goals & Icebreaker
  - Ground Rules & So What?
  - Understanding & Engaging in Privilege
- Identifying Microaggressions
  - Principles of Bystander Intervention
  - Small Group Practice
  - Costs & Benefits of Allyship
  - Upcoming Events
  - Evaluation



Half-Day Workshop on Allyship & Bystander Intervention

What Worked

- Socially Engineered Small Groups
- Clear Ground Rules, Objectives, and Time Markers
- Microaggressions Skit, Case Scenarios, and Group Discussions
- Increased Knowledge & Efficacy Related to Bystander Intervention\*

What Did Not Work

- Participants expressed a desire for more time/additional training
- Lacking time to fully dive into the pre-module readings
- Concerns lingered over the risks of intervening



Discussion Question

How can we help faculty participants overcome the resistance and fear of "speaking up"?



Faculty Allies Follow-Up Events  
(Spring 2019)

- |            |  |
|------------|--|
| Jan 24     | Faculty Allies workshop                    |
| Feb 19     | Discussion of Workshop Readings            |
| Feb 28     | Women Faculty's Leadership Breakfast       |
| Mar 7      | Brown Bag on "Secret Service"              |
| Mar 12     | Networking Event                           |
| April 5    | Brown Bag on Everyday Ally Actions         |
| April 8-19 | Online Discussion of Allyship Scenarios    |
| April 26   | Networking Event                           |
| May 6      | Brown Bag on Complexities of Being an Ally |
| May 14     | Networking Event                           |
| May 15     | Networking Event                           |



Faculty Allies Follow-Up Events  
(Spring 2019)

What Worked

- Formal presentations (brown bags) well attended and resulted in effective discussion
- Skills practice
- Focus on practical strategies more effective than theory

What Did Not Work

- Networking events (no agenda) had less participation
- Some voices heard more than others
- Too little attention to issues in addition to and in intersection with gender
- Pronouns



Online Modules

Core Skills

1. Recognize biases & microaggressions
2. Understand privilege, power, & intersectionality
3. Assess the gravity of the situation & take responsibility
4. Enact intervention strategies

Contexts and Applications

- Mentoring & Sponsoring Faculty
- Evaluating Faculty
- Promoting Inclusive & Equitable Meetings
- Everyday Allyship

Allies

Discussion Questions

How can we empower faculty to apply their skills and knowledge from the training to real-life situations?

How can we develop effective online modules to extend the Faculty Allies training?



Extending Training to Chairs/Directors

- What We Did**

  - Modified ALLIES Workshop
    - Added targeted case studies
  - Inclusive Leadership Workshop
    - Participants learned about principles of inclusive leadership
    - Developed and implemented an Inclusive Leadership Action Plan
  - Planning an "Expanding Your Network" Workshop
- What We Learned**

  - Faculty Administrators generally rated their knowledge of issues higher than faculty
  - Workshops were effective
  - Wanted More
    - Readings, case studies, discussions, with other faculty administrators
    - Include all departments/faculty
  - Concerns About Institutional Commitment



Discussion Question

How can we translate this scaffolding approach to Chairs/Directors?



Round-table Discussion

- How can we address intersectionality more explicitly?
- How can we help faculty participants overcome the resistance and fear of "speaking up"?
- How can we empower faculty to apply their skills and knowledge from the training to real-life situations?
- How can we develop effective online modules to extend the Faculty Allies training?
- How can we translate this scaffolding approach to Chairs/Directors?



Thank you!

Email: [allies@bgsu.edu](mailto:allies@bgsu.edu)  
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Twitter: @BGSUAllies

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BGSU ALLIES team, Bowling Green State University, Bowling Green, OH 43403

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### Session Goals

1. Share strategies for engaging STEM faculty in ongoing Faculty Allies training
2. Explain sequencing of activities to form a scaffold of support as faculty develop allyship and bystander skills
3. Discuss with audience how strategies could be applied at your institutions

### Learning Outcomes

The participants will be able to:

- ✓ Explain how to design a strategically sequenced faculty allyship and bystander training program on topics like privilege, intersectionality, and microaggressions
- ✓ Articulate what strategies effectively work to motivate and train faculty to actively promote gender equity
- ✓ Explain how the BGSU ALLIES program's sequencing strategies can be applied in their programs / departments / institutions
- ✓ Discuss how faculty training can be extended to Chairs and other faculty administrators through inclusive leadership policies and practices

### BGSU ALLIES: Building Inclusive Leadership Practices and Policies to Transform the Institution

BGSU ALLIES is a three-year (2018-2021) Adaptation project funded by the National Science Foundation's ADVANCE program, which seeks to develop systemic approaches to increase the participation and advancement of women in academic STEM careers.

The BGSU ALLIES project goal is **to make allyship and inclusive leadership the expectation and norm at Bowling Green State University.**

To achieve this aim, BGSU ALLIES is creating an integrated model to train faculty allies within departments and inclusive leaders across the university, empowering them to act together to reduce biases that hinder the career advancement of women and other minoritized faculty.

In addition to innovative workshops and online training modules on allyship and inclusive leadership, the ALLIES team is working with campus partners to revise university policies and practices and to refine data collection on the intersecting identities of BGSU faculty. In Spring 2021, we will host a regional conference on allyship and inclusive leadership, bringing together faculty and administrators from across academia to share findings and best practices.

Learn more about the BGSU ALLIES Project!

Email: [allies@bgsu.edu](mailto:allies@bgsu.edu)

Web: <https://www.bgsu.edu/allies>

Facebook: <https://www.facebook.com/BGSUAlliesProject>

Twitter: @BGSUAllies



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## Discussion Questions

How can we address intersectionality more explicitly?

How can we help faculty participants overcome the resistance and fear of “speaking up?”

How can we empower faculty to apply their skills and knowledge from the training to real-life situations?

How can we develop effective online modules to extend the Faculty Allies training?

How can we translate this scaffolding approach to Chairs/Directors?