



BGSU ALLIES

Fall 2019 Newsletter | Issue 1

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

Building a Network of Faculty Allies

Thank you for staying up to date with the BGSU ALLIES project by reading our first newsletter!

The ALLIES project is developing a supportive network of Science, Technology, Engineering Mathematics (STEM) faculty and Social and Behavioral Sciences (SBS) faculty trained in:

- (1) Allyship,
- (2) Bystander Intervention, and
- (3) Empowered to shape an inclusive institution.

Supporting Inclusive Leaders

Our data show that Chairs/Directors are critical to creating supportive, inclusive climates within their academic units. As such, the ALLIES team is also developing programs on inclusive leadership for Chairs/Directors and other faculty administrators.

Useful Definitions

Faculty Allies are faculty members in STEM and SBS disciplines who use their privilege to support the advancement of women and other minoritized faculty.

Faculty Advocates are senior faculty in STEM and SBS disciplines who help facilitate Faculty Allies' training events, serve as liaisons to the ALLIES academic units, and advise the ALLIES project team.



First cohort of Faculty Allies at the January 2019 workshop.

Interested? The ALLIES project will be recruiting our second cohort of up to 50 STEM and SBS faculty this fall. **Look for the applications call in October 2019!**

The 3 "I"s

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.

HIGHLIGHTS

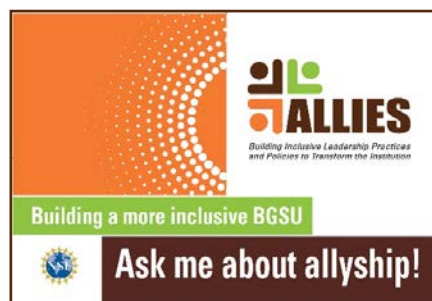
The ALLIES project hosted its External Advisory Board and External Evaluator for a campus visit on April 23-24, 2019. While on campus, the Board met with the ALLIES project team, senior administrators, faculty and Chairs/Directors of our target academic units, and Faculty Allies. Thanks to all who took time to talk with the Board! The External Advisory Board was impressed with the BGSU ALLIES work so far and provided a variety of useful suggestions as the project moves forward. We look forward to their next visit in Spring 2020.

Additionally, during the 2018-19 academic year, the ALLIES Team:

- Recruited 46 Faculty Allies and selected 12 Faculty Advocates
- Designed and implemented a series of learning experiences for the cohort including: a pre-workshop Canvas module and a half-day workshop about privilege, intersectionality, and how to recognize bias and effectively intervene.
- Facilitated follow-up events for Faculty Allies to discuss real world scenarios, inequities in faculty service and workloads, everyday ally actions, and brainstorm ways to overcome challenges associated with allyship.
- Offered a half-day allyship workshop to administrators.
- Facilitated a session on inclusive leadership at the annual Chairs/Directors retreat.
- Established a partnership with College Deans to continue adding language about inclusive leadership to the Chair/Director recruitment, onboarding, and evaluation processes and documents.

Building Community

The first cohort of Faculty Allies received the Allies placard pictured below to place on their office or lab door. It states, "Building a more inclusive BGSU. Ask me about allyship!" Look for them and stop by to learn more about allyship and the ALLIES project!



Fall Semester Allyship Tip: Speak Up

You don't need to have the perfect response in order to speak up when you witness an act of bias or microaggression – *any* comment serves to pause the action and challenge “complicity by silence.” You might simply say “Hang on, could you repeat that? I'm not sure I understood what you really meant.” You could also name the problem behavior you are observing to make explicit what your concern is and to make it visible to others.

Strategies for Inclusive Leadership

In the newsletters to follow we will provide strategies for practicing inclusive leadership. Since this is our first newsletter, we've outlined some information about what exactly we mean by inclusive leadership. Inclusive leaders are individuals who:

Proactively advocate for all faculty they lead,

Cultivate a climate in which faculty members feel valued and included;

Enact equitable workplace policies, procedures, and practices; and

Work to identify and **break down** barriers and biases that hinder the career success of women and faculty of color.

Members of the ALLIES team with our External Advisory Board and External Evaluator



Standing (L to R): Susana Peña, Karen Root, Peg Yacobucci, Karen Bjorkman (University of Toledo), Lynn Singer (Case Western Reserve University), Anne Bullerjahn (Owens Community College), Christine Pribbenow (University of Wisconsin-Madison)
Sitting (L to R): Stacey Rychener, Sheila Roberts, Ann Burnett (North Dakota State University), Ellen Broido, Suzanna Rose (Florida International University)

Congrats to our Faculty Advocates!

In Spring 2019, the ALLIES team selected 12 senior faculty members from our target academic units to serve as Faculty Advocates. Faculty Advocates have shown a commitment to supporting gender equity and inclusion through allyship, service, teaching, research, or informal actions within their own academic unit, university, or professional organization. Starting this Fall semester, Faculty Advocates will work with the ALLIES team to learn effective facilitation practices, develop workshop materials, help facilitate faculty workshops, and serve as liaisons to the ALLIES target units.

Contact Us!

Email: allies@bgsu.edu

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

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

Twitter: @BGSUAllies

Office: 340 Psychology Building

NSF Award No.
1760389
(2018-2021)



Equity in STEM Community Convening

The ARC Network is an NSF ADVANCE-funded resource and coordination network that brings together people working to achieve gender equity in STEM:
<https://www.equityinstem.org/>.

On October 6-8, 2019, the ARC Network will hold its first Equity in STEM Community Convening in Cleveland, Ohio. This conference provides a venue for academic and industry change leaders to share new findings, exchange resources, and build collaborations to create inclusive environments.

The BGSU ALLIES team will present on “Constructing and Catalyzing Change: Building a Sustainable Faculty Allyship Program” in an Early-Stage Innovations session at the meeting. The presentation focuses on our scaffolding approach to training our Faculty Allies. For more information about the conference, see the ARC Network website:
<https://www.equityinstem.org/community-convening/>

BGSU ALLIES Faculty Advocates

Jadwiga Carlson (Computer Science)

John Chen (Math & Statistics)

Venu Dasigi (Computer Science)

Stephen Demuth (Sociology)

Sandra Faulkner (Media & Communication/WGSS)

Radhika Gajjala (Media & Communication)

Sherona Garrett-Ruffin (Psychology)

Ellen Gorsevski (Media & Communication)

Louisa Ha (Media & Communication)

Ray Larsen (Biological Sciences)

Jayaraman Sivaguru (Chemistry)

Rick Worch (Teaching & Learning/STEM Education)



ALLIES Project FAQ Sheet

What is the BGSU ALLIES project?

BGSU ALLIES is a three-year, \$984,484 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 BGSU**. 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.

How can BGSU faculty members and administrators get involved?

Faculty can become Faculty Allies and Advocates. Faculty Allies are faculty members in STEM and SBS disciplines who use their privilege to support the advancement of women and other minoritized faculty. Faculty Advocates are senior faculty in STEM and SBS disciplines who help facilitate Faculty Allies training events, serve as liaisons to the ALLIES academic units, and advise the ALLIES project team. Administrators can participate in programs to develop their ability to enact inclusive leadership principles and practices within their academic units.

What disciplines are included?

If NSF funds your discipline, you are included! BGSU ALLIES is working with numerous STEM and Social & Behavioral Sciences (SBS) units, including:

- Applied Statistics & Operations Research
- Biological Sciences
- Chemistry
- Computer Science
- Engineering Technologies
- Environment & Sustainability
- Geology
- Mathematics & Statistics
- Physics & Astronomy
- SEES
- STEM Education
- Communication
- Economics
- Ethnic Studies
- Geography
- Human Development & Family Studies
- Media Production & Studies
- Political Science
- Psychology
- Sociology
- Women's, Gender & Sexuality Studies

Who makes up the ALLIES project team, including Co-PIs and Senior Personnel?

The ALLIES team is made up of faculty members from different disciplines across campus:

- Peg Yacobucci (SEES)
- Lisa Hanasono (SMC)
- Julie Matuga (EFLP)
- Michael Ogawa (VPREE)
- Sheila Roberts (A&S)
- Ellen Broido (HESA)
- Deborah O’Neil (MGMT)
- Susana Peña (SCCS)
- Hyun Kyoung Ro (HESA)
- Karen Root (BIOL)
- Michael Zickar (PSYC)
- Stacey Rychener (CAES)
- Blaze Campbell (Graduate Assistant)
- Jody Kunk-Czaplicki (Graduate Assistant)

The ALLIES team also has an Internal Advisory Board and External Advisory board:

ALLIES Internal Advisory Board

- Provost Joe Whitehead
- Dean Raymond Braun
- Dean James Ciesla
- Dean Raymond Craig
- Dean Jennie Gallimore
- Dean Dawn Shinew
- Dr. Jenn Stucker (2019-20)
- Dr. David Jackson
- Ms. Jennifer McCary
- Ms. Connie Molnar
- Dr. Kacee Ferrell Snyder

BGSU ALLIES External Advisory Board

- Dr. Karen Bjorkman (University of Toledo)
- Dr. Anne Bullerjahn (Owens Community College)
- Dr. Ann Burnett (North Dakota State University)
- Dr. Suzanna Rose (Florida International University)
- Dr. Lynn Singer (Case Western Reserve University)
- Dr. Christine Pribbenow (University of Wisconsin-Madison; External Evaluator)

How can I learn more and contact the BGSU ALLIES project?

Website: <http://www.bgsu.edu/allies>

Email: allies@bgsu.edu

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

Twitter: @BGSUAllies

Office: 340 Psychology Building

NSF ADVANCE: <https://www.nsf.gov/advance>



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