

## IDENTIFYING AND ADDRESSING CHALLENGES IN ALLY WORK

### Supporting Women and Otherwise Marginalized Faculty

	Challenges	Strategies
Validate and normalize experiences of women and otherwise marginalized faculty		
Nominate women and otherwise marginalized faculty for desirable roles, awards, or recognition (sponsor)		
Mentor women and otherwise marginalized colleagues		
Co-author with women and otherwise marginalized faculty		
Make their contributions more visible		
Educate yourself about the experiences of women and otherwise marginalized faculty		

**Educating Others**

	Challenges	Strategies
Provide accurate information and correct misinformation		
Address sexist, racist, homophobic, ableist, and other marginalizing comments and jokes		
Highlight dissonance between espoused and enacted values		
Help them identify how they will benefit from greater equity		
Help them identify valued others who want ALLIES to be successful		

**Change Policy and Practice**

	Challenges	Strategies
Identify ways that current policies and practices (e.g., merit, promotion, hiring, service assignments, space allocation, course assignments, etc.) inhibit the advancement of women and other marginalized faculty		
Share information about problematic policies and practices with colleagues		
Share information about problematic policies and practices with chairs and other decision makers		
Refuse to participate in programs that do not include women and otherwise marginalized faculty		