Engaging Male Colleagues in Institutional Transformation for the Advancement of Women Faculty

Overview
In 2015, RIT was awarded funding to launch an Advocates & Allies program through funding from the National Science Foundation Grant No. 1500604. The Advocates & Allies project at RIT is based on an innovative approach designed by North Dakota State University to involve faculty men intentionally in the transformation of departmental cultures and practices.

Goals
- Educate faculty men about issues related to gender equity in academia
- Introduce faculty men to strategies for bringing about positive change in their department and college
- Build a supportive network of faculty men who are Advocates and Allies for all faculty

Advocates
Advocates are faculty men who support faculty women by working towards improving gender diversity and equity.

Advocates - AY 2016
College of Applied Science & Technology
• Rob Garrick (Lead Advocate)

College of Liberal Arts
• Vincent Serravallo
• Javier Espinosa

College of Science
• Larry Buckley
• Chris Collison
• Scott Franklin

Golisano College of Computing & Information Sciences
• Rajendra K. Raj
• Steve Zilora

Kate Gleason College of Engineering
• Ed Brown
• Marcos Esterman
• Ruben A. Proano
• Vinnie Amuso

Saunders College of Business
• Clyde Hull

Advocates
- Have a strong commitment to supporting women faculty in their department, college, and the university
- Be active & effective proponents of gender diversity & equity
- Be aware of institutional dynamics and structural bias
- Be interested in learning about issues of discrimination & privilege in the workplace

Advocates - AY 2016
• Over 50 RIT faculty men have attended Ally training over the first year of the program’s existence at RIT
• Ally training is held at least once a semester

Allies
Allies are faculty men who participated in Ally training and take action within their department to improve gender diversity and equity.

Allies
- Take action primarily within individual department

• Tell women (and men) faculty that you are an ally
• Ask women faculty about their experience with departmental climate (and listen to their answer)
• Ensure women faculty members have equal opportunity to speak during meetings
• Ensure women faculty are invited to informal departmental gatherings
• Talk to women faculty about their research
• Nominate qualified women faculty, honors, and positions
• Volunteer to serve on promotion, tenure, faculty search, and other committees with the specific purpose of being an ally for gender equity
• Invite female colleagues to collaborate on research

Program Evaluation
Program evaluation is being led by North Dakota State University and includes the following components.

Formative Evaluation
1. Evaluation of the trainings for satisfaction, participants’ learning, and participants’ commitments to make behavioral and attitudinal changes
2. Observation of the trainings and compiling of ethnographic notes that reflect participants’ reactions to the training materials
3. Interviews with the advocate’s coordinator

Summative Evaluation
1. Review of Faculty Representation by Gender
2. Pre and post Work-Life Climate Survey of Engineering Faculty
3. Pre- and post-surveys of male participants to assess changes in their beliefs and commitments to engage in actions that promote gender equity on their campuses
4. Post surveys of women faculty members in colleges with engaged Advocates to assess changes that they attribute to having an Advocate program

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