



ADVANCE BU

Advancing and Maintaining Equity

February 2024

Monthly Newsletter

Springing Into Opportunities for Equity

ADVANCE BU is pleased to announce several opportunities this Spring for faculty and staff to help make Bradley a more equitable and inclusive workplace. Faculty and staff are invited to help us build our own **Advocates & Allies** program, and attend our **Picture a Scientist** film screening, our Spring ADVANCE BU **Book Group** discussion, and our regular **Coffee Hours** to share your ideas and concerns. Also, watch for our upcoming panel on **applying for promotion** to Full Professor. Finally, we are excited to announce that, in collaboration with the Division of Diversity, Equity and Inclusion, we are now offering **mini-grants** for faculty and staff who wish to organize **affinity groups** on campus to help build networks of mutual support and strengthen communal connections.

Funding Available for Campus Affinity Groups

ADVANCE BU and the Division of Diversity, Equity and Inclusion invite expressions of interest from full-time faculty and staff who are interested in forming **campus affinity groups** focused on building a shared community amongst individuals with similar personal or professional interests. Groups will receive **microgrants of \$200** to facilitate their activities. To apply for funding, send a one-paragraph description of your proposed group to jlhogan@bradley.edu.

Please include:

1. The name of your proposed group
2. A description of the population you are hoping to include
3. Your general plans (e.g. organize monthly gatherings on and off campus, etc.)
4. Your overall/long-term goal for the group (e.g. provide mentoring and socio-emotional support to _____ and create meaningful relationships and collaborations which help us thrive at Bradley)
5. The name and email address(es) of your organizer(s).

Submit your request by March 8

(or at any time, as requests will be reviewed while funding remains).

Spotlight: Bradley Launches Advocates & Allies Program

Last month Bradley hosted two nationally recognized experts to kick off Advocates & Allies, an NSF-supported initiative aimed at involving all faculty and staff (particularly men) in efforts to increase gender equity on campus. The workshops examined Bradley's challenges, presented research on these issues and discussed the kinds of actions we can all take to reduce workplace bias. More than one hundred faculty, staff and administrators participated, showing a collective commitment to building a fairer, more inclusive campus climate. Warren Anderson, VP of Diversity, Equity & Inclusion noted: "What stood out to me is how many new faces participated. Usually you see the same faces. However, there were a ton of new faces that participated in this initiative." This is precisely what is needed to make progress on these difficult issues. As Krishnanand Maillacheruvu, interim Dean of the Business and Engineering Colleges, observes, "It's not the responsibility of just a certain division or group in the university, but it's incumbent on all of us to move the conversation forward and begin to take actions (small and big) to change the status quo."

Participants took a number of things from the workshops. For Elena Gabor, Professor of Communication, it was the exercise

Here's how you can get involved:

where participants were asked to judge the amount of gender inequity on our campus (on a scale of 1 to 5) and most people in her session put it at a four. “To me, that was a very powerful and telling moment, indicating a high need for allyship and advocacy on our campus.” For Brad Andersh, Professor of Chemistry & Biochemistry, what stood out was the realization that, “Too many of our colleagues and students have felt unwelcome in various campus settings and have expressed concerns that their experiences are not taken seriously. We all are responsible for speaking up when we experience or witness injustice; however, those in the majority must take a more active role, calling out inequities and demanding change.” And for Anne Hollis, Executive Director of Student Support Services, it was that, “We all have blind-spots. Training [like this] allows us to learn other perspectives, hear others’ experiences, and hopefully expand our understanding of how all types of people are navigating our Bradley community. I think there is strength in numbers and the more people who can see issues around a lack of equity for different groups, the more we can work together to provide a place where all people feel safe, valued and important.”

Other participants found the concrete suggestions for personal “action plans” most useful. Joshua Lewer, McCord Professor of Economics and Finance, noted a number of simple, everyday actions we can all take reduce workplace bias, for instance not interrupting others, holding people accountable when they say or do something that (even unintentionally) perpetuates bias, being more empathetic to others with different experiences than your own, and being cognizant of when informal events are held to be as inclusive as possible. Such lessons put us firmly on a path to increased intersectional equity and inclusion. However, these workshops were only the first step in the Advocates & Allies program. Tony Hermann, Professor of Psychology and lead for the Advocates and Allies program on BU’s ADVANCE grant, notes “This program is a real departure from business as usual, as it engages men on the issues in a new way. I’m excited because it has the potential to change the work culture for the better for everyone at Bradley. When you tackle issues of basic fairness and respect in your own unit, it elevates everyone and paves paths to solve bigger, thornier issues down the line.”

> ADVANCE BU is seeking **three women** to serve on the Advocates & Allies Advisory Board, which will typically meet once or twice per semester to provide feedback to the Advocates program. Service on the Board comes with a **\$600 stipend**. Email **Jackie Hogan** for more details.

> ADVANCE BU is calling for a team of **6–10 faculty men** to serve as campus Advocates. In addition to making a significant contribution to workplace equity, Advocates will have **opportunities for professional development** on equity issues. Email Tony Hermann for more details, or attend an information session on **Tuesday, March 5 | 4 p.m.** in BR 70. Please RSVP with Tony Hermann.

> ADVANCE BU and the Division of Diversity, Equity and Inclusion are calling for faculty and staff who are interested in organizing campus **affinity groups** that address **advocacy and allyship**. **Microgrants of \$200** are available to facilitate your activities. To apply for funding, send a one-paragraph description of your proposed group to **jlhogan@bradley.edu**. Follow the guidelines above.



Equity Quick Take: Do sweat the small stuff

“When you ignore the small injustices, it opens the door to big injustices.” (Advocates & Allies)

Most of us see ourselves as egalitarian. We may not be aware that our behavior has a negative impact on others. But even if we don’t intend it, our words and actions may contribute to an environment that subtly excludes certain people and stifles open and effective communication. Here are some common problems at Bradley and elsewhere, and some simple solutions we can all practice in our everyday work interactions.

Problems	Solutions
<p>Interruptions: Research demonstrates that men talk more and interrupt more in mixed-gender conversations.</p>	<ul style="list-style-type: none"> • Always pause several seconds before speaking. • Make sure everyone has been actively invited to speak before you speak again. Remember that differences in rank, social status, and cultural background mean some people will only speak when actively asked. • If someone is interrupted, direct attention back to them. “I’m really interested in ___’s point. ___, could you finish your thought?” • If you accidentally interrupt, apologize and then encourage the person to finish their point.
<p>Dismissiveness: Minimizing concerns undermines inclusion and mutual respect and has a negative impact on problem-solving.</p>	<ul style="list-style-type: none"> • Listening alone is not enough. You must listen and take what is said seriously. Remember that while others may have different experiences from yours,

	<p>their experiences are real. If someone noticed bias that you didn't, it may be because they have experienced it many times and are therefore better at seeing it.</p> <ul style="list-style-type: none"> • Avoid suggesting that a comment is “emotional” or “overly sensitive.” This way of saying “Your point is invalid” simply shuts down conversation, and doesn't allow for understanding or problem solving. Instead, ask the person to expand on what informs their comment.
<p>Misattributions: Women's ideas are often ignored until restated by a man, who then gets credit for the idea.</p>	<ul style="list-style-type: none"> • When you notice a misattribution, give credit where it is due. This doesn't have to be confrontational. For instance, “Bob, I'm glad you brought up Sarah's point. I think it's an interesting one.” • Amplify the contributions of those whose ideas are appropriated. For instance, “It sounds like you agree with ___'s point about ___.”

Sources:

Kim & Meister (2023) *Microaggressions, Interrupted: The Experience and Effects of Gender Microaggressions for Women in STEM*, *Journal of Business Ethics* 185:513–531; Coates (2004) *Women, Men and Language: A Sociolinguistic Account of Gender Differences in Language*, 3rd ed., Routledge.

Upcoming Events:

Film Screening and Discussion: **Monday | March 4, Olin Hall 164**

Join us for a showing of the award winning documentary **Picture a Scientist** from 6–7:30 p.m. and a following group discussion from 7:30–8:30. You can also watch at your own convenience through the **Cullom-Davis Library website**. The film discussion also has a virtual option available **here**.

Advocates & Allies Virtual Workshop: **Thursday | March 21, Virtual**

Faculty, staff and administrators who were not able to join us for an in-person session, are invited to join us for this virtual workshop that will cover the same content as the but in a shorter format. Seats are limited, so please **register** today.

Book Club Discussion: **Friday | March 22, Virtual**

Join us up for an ADVANCE BU Book Club discussion of *Rage Becomes Her: The Power of Women's Anger*. Read at your own pace, and join us for an engaging **one-hour discussion via Zoom**.

First Friday with ADVANCE BU: **Friday | March 1, Fieldhouse in Campustown**

Join the Center for Teaching Excellence and Learning and the New Faculty Mentorship Committee for an informal exchange of ideas around equity work at Bradley from 4–6 p.m.

Inclusive STEM Teaching Project: **Monday | March 4**

Consider joining this NSF initiative that aims to advance the ability of STEM faculty to cultivate inclusive learning environments. **This program** includes a six-week online course and a Learning Community at Bradley that will be moderated by Dr. Melinda Faulkner and Dr. Kristi McQuade (held weekly on Wednesdays from 12–1 p.m.) There are a limited number of stipends available for Bradley participants Contact **mfaulkner@bradley.edu** or **mcquade@bradley.edu** for more information.

Higher Ed Equity in the News:

[Bias in External Review Letters](#)

[Excellence Not Colorblind or Gender](#)

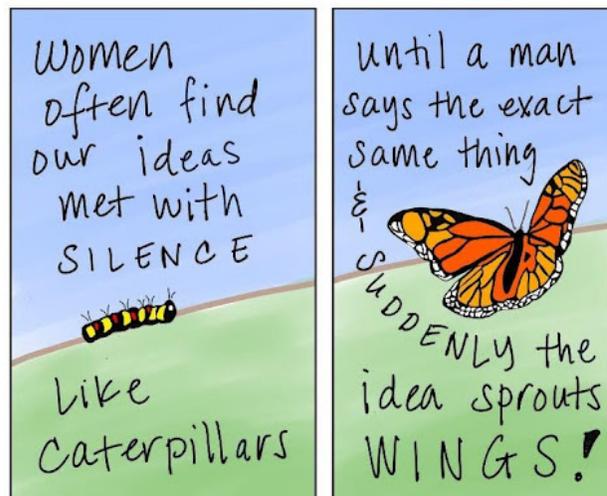
[Neutral](#)

[Increased Use of Contingent Faculty Has](#)

Negative Equity Impact

Much Sexism "Ambiguous"

THE BUTTERFLY EFFECT



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This material is based upon work that is supported by the National Science Foundation, under award No. 2303732

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