



ADVANCE BU

Advancing and Maintaining Equity

October 2023

Monthly Newsletter

ADVANCE BU and You: Calling All Faculty and Staff

Over the next three years, ADVANCE BU will be offering faculty and staff many opportunities to contribute to greater gender and intersectional equity at Bradley. While NSF ADVANCE grant funding is specifically focused on equity issues in the faculty ranks, we have designed our programs to have positive impact on staff and students as well, principally by building a stronger campus culture of fairness, mutual respect and non-discrimination. Although certain programs (e.g. discussions about Tenure and Promotion, T&P) will be more narrowly focused on tenure-track faculty concerns, others (for instance, learning how to respond to bias in the workplace) will be of interest to all. With your help and participation, we can create programming to make Bradley a more inclusive and equitable place for all. Share your suggestions via email to advancebu@bradley.edu.

No Time? No Problem! Make Your Voice Heard on Equity Issues

If, like most of us, you're pressed for time and not able to attend one of our events in person (or if you attended but had additional ideas or questions), you now have the chance to see the key take-aways from the event and add your ideas to an ADVANCE BU Discussion Board. Just go to our [events page](#) and scroll to Past Events to select a specific Discussion Board, or to other supporting documents like PowerPoint slides and handouts. Only faculty and staff have access to the Discussion Boards, and comments are posted without names to protect confidentiality. Let's keep the conversation going!

Spotlight

By now, many on campus have likely heard that ADVANCE BU is working to improve gender and intersectional equity at Bradley. Fewer people may be aware that other programs have been at the forefront of campus equity efforts for many years. ADVANCE BU is built upon the work of these thriving programs, and we are partnering with them to build a more welcoming, inclusive and equitable campus culture. This month we spotlight the Women's and Gender Studies (WGS) Program. Building on Lydia Moss Bradley's vision for universal equality in higher education, multiple generations of dedicated students, faculty and staff have forged the WGS Program into Bradley's most dynamic and popular interdisciplinary minor, with students from all five of Bradley's colleges. "The vitality and growth of WGS is rooted in our community's persistent dedication to intersectional approaches to equity and inclusion," observes WGS Director, Dr. Amy Scott. In addition to offering students multiple scholarly perspectives on issues of diversity and equity and a wide range of experiential learning and individualized research opportunities, the program offers roughly 25 campus events each year, including prestigious guest lectures and hands-on workshops on everything from intergroup dialog and safe zone training, to salary negotiation skills. With approximately 2,000 participants each year, these programs bring Bradley students, faculty, staff and the broader Peoria community together to advance equity. WGS offers students the kind of transformative experience that is the hallmark of a Bradley education. As 2019 graduate Mariela Jasso (now a program manager for a non-profit organization) notes, "The stuff that I learned in my WGS minor was honestly the most validating and enriching experience. I owe not only a lot of who I am today, but also the work that I do, to my minor. It really shaped how I walk in the world."

Upcoming Events:

IDEAS For Advancing Equity Brown-Bag Discussion: Should We Account for Different Workloads in T&P and Annual Reviews?

Monday | Oct. 23, noon
Westlake 116

Tuesday | Oct. 24, 12:15 p.m.
Bradley 139

Virtual attendance available upon [email request](#).

Faculty Quick Takes: How to Balance Your Workload for Advancement

Tuesday | Nov. 7, 12:15 p.m.
Westlake 316A

Virtual attendance available upon [email request](#).

IDEAS For Advancing Equity Brown-Bag Discussion: Are Unwritten "Rules" for Faculty Evaluations and T&P a Problem at Bradley?

Monday | Nov. 13, noon
Westlake 116

Tuesday | Nov. 14, 12:15 p.m.
Westlake 116

WGS faculty and alumni accept the 2023 Award for Excellence in Advancing Diversity, Equity, and Inclusion from College of Liberal Arts & Sciences Dean Daniel Moon.



Virtual attendance available upon [email request](#).

[View All Events](#)

Equity Quick Takes: *How to (Strategically) Say "No"*

Research both at Bradley and nationally shows that women do more time-intensive, low-profile labor in their workplaces, leading to burn-out, workplace tensions, less career advancement and lower earnings. For our health and well-being and our career prospects, we must selectively say "No" to certain service tasks. In their data-grounded book *The No Club: Putting a Stop to Women's Dead-End Work* Babcock et. al (2022) provide some useful tips.

Deciding Whether to Say "No"

- Get guidance from your supervisor and colleagues about concrete expectations.
- Never say "yes" right away (instead, say "let me get back to you" or "can you send me the details?")
- Get more information such as: How much time? What specific tasks? Which special skills are needed? (If no special skills are needed, it may be a low-value, low-reward task).
- Do a cost-benefit analysis. How much will this count in my annual evaluation (or T&P)? Will it give me additional networks, skills, visibility? What are the consequences of saying "No"?
- Give yourself "permission" to say "no." Remember that you provide greatest value to your unit when you use your unique skills.

How to (Strategically) Say "No"

- Don't hedge or get trapped in an excuse ("I'd love to but I'm busy") because it creates a space for counter-arguments ("We can reschedule")
- Remember the "future you." Will you be any less busy when this comes due? If the task was due next week, would you be able to say yes?
- Remember your "implicit no." Never forget that when you say "Yes" to a task, you are saying "No" to other things (research time, family time or wellness time).
- Use a "No-Yes Strategy". Say "no" to this task but offer an alternative that better utilizes your special skills or suggest task-sharing, or task-rotation (more equitable than asking for "volunteers").
- Read [*The No Club*](#) and consider joining Bradley's own "No" team. Just email advancebu@bradley.edu to connect with others.

Higher Ed Equity In the News:



- [Why Higher Ed's Glass Ceiling Hasn't Cracked \(*The Chronicle of Higher Education*\)](#)

- [Goldin wins Nobel Prize in Economics for Ground-Breaking Research on Gender Pay Gap \(*Reuters*\)](#)

- [Are Programs to Address the Gender Gap Anti-Male Discrimination \(*Inside Higher Ed*\)](#)



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