

Building Gender Equity in the Academy

Institutional Strategies for Change



A National Learning Series

Overview. The national learning series [*Building Gender Equity in the Academy: Institutional Strategies for Change*](#) provides higher education change leaders the opportunity to plan how they can improve equity in their faculties to address the challenge of creating more inclusive academic workplaces. Taking a systemic approach to organizational change, the series will focus on creating institutional change portfolios that include attention to recruitment and hiring, retention and promotion of faculty, leadership, and culture. While the focus is on gender equity, the organizational change strategies encourage a more inclusive, equitable work environment for all who are underrepresented in the academy. The learning series, designed and facilitated by Ann Austin and Sandra Laursen, draws directly from their recent book, [*Building Gender Equity in the Academy: Institutional Strategies for Change*](#), which outlines concrete, research-based approaches to creating more equitable and inclusive institutions of higher education.

Context. Despite decades of effort by science funders to increase the numbers of women holding advanced degrees and faculty jobs in science, technology, engineering, and mathematics (STEM), they are persistently underrepresented in these disciplines, especially in positions of seniority, leadership, and prestige. Barriers to women are built into academic workplaces: biased selection and promotion systems, inadequate structures to support those with family and personal responsibilities, and old-boy networks that can exclude even very successful women from advancing into top leadership roles. This situation can—and must—change for women and those in other marginalized groups.

Goals. The learning series focuses on developing a systemic approach to diversifying STEM faculty, staff, and leadership. Drs. Laursen and Austin guide participants through discussions of the successful work being done by colleges and universities around the country. Participants in the series learn how to select and apply tested strategies for gender equity within the context of their institution, including:

- implementing inclusive recruitment and hiring practices
- addressing biased evaluation methods
- establishing equitable tenure and promotion processes
- strengthening accountability structures, particularly among senior leadership
- improving unwelcoming department climates and cultures
- supporting dual-career couples
- offering flexible work arrangements that accommodate personal lives
- promoting faculty professional development and advancement

Audience. This learning series is designed for current and emerging change leaders from colleges and universities, including STEM faculty as well as provosts, deans, and department chairs, human resource and institutional research leaders, and directors of teaching and learning centers. Teams of 3-4 individuals are encouraged to participate as a group.

Design. Four sessions address core learning objectives through interactive presentations and discussions, guided by readings and questions from the book. The final learning session will engage institutional teams in small group conversation to identify lessons learned for their ongoing and future reform efforts. Recordings of the learning series are made available for individuals and teams to re-watch at a later date.

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Curricular Sequence and Schedule

Schedule

1. STEM gender equity in institutional context (60 min)

February 1, 2021, 3:00 pm – 4:00 pm ET

Participants will be led through a discussion that frames the problem and explores why systemic change is needed “to fix the system, not the women!”

2. Organizational strategies for more equitable practices (60 min)

March 1, 2021 3:00 pm – 4:00 pm ET

Participants will engage in an exploration of organizational strategies to interrupt biased processes and reboot workplaces in ways that support women and other marginalized groups of faculty.

3. Institutional supports for individuals (60 min)

April 5, 2021 3:00 pm – 4:00 pm ET

Participants will learn about institutional strategies to advance gender equity by supporting the whole person and fostering individual success.

4. Creating and sustaining change (90 min)

May 3, 2021 3:00 pm – 4:30 pm ET

The participants will engage in a facilitated exploration of how to spur systemic change in the context of their institution. Institutional teams will discuss their plans for change with people from peer institutions.

Pricing (per seat)

Member (affiliated with a SEA Change institution).....\$35

Guest (not affiliated with a SEA Change institution).....\$100

Participant Expectation

Attend four sessions

Review follow-up questions to reflect on the session and read to prepare for the next session.

Respond to the post-event survey

Meet our instructors

[Ann Austin](#) and [Sandra Laursen](#)

To learn more contact

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