

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.



Advocate & Allies Team

RIT Advocates & Allies PI Team:
Betsy Dell (PI and co-PI on main award, CAST), Rob Garrick (CAST), Margaret Bailey (KGCOE), Carol Marchetti (COS) & Sharon Mason (GCCIS)

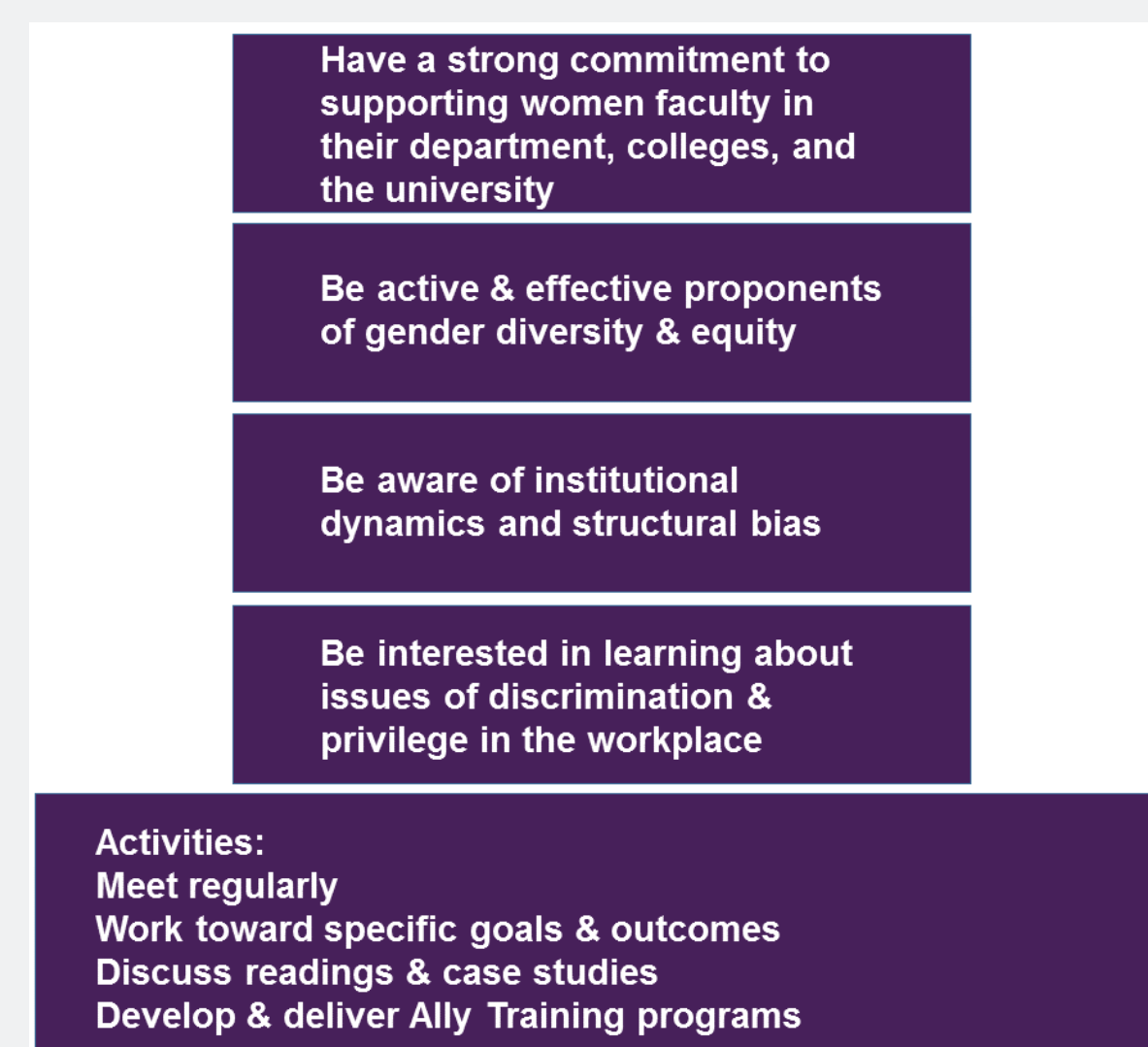
Advocates & Allies Advisory Board:
PI Team, Silvia Benso (COLA), Lea Michel (COS), Elena Sommers (COLA and Faculty Assoc. for Non-Tenure Track Faculty), Laura Shackelford (COLA and Women & Gender Studies) and Michael D'Arcangelo (Office of Diversity & Inclusion)



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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

Allies

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



- 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

Being an Ally

Here are suggested actions that one can take to be an ally for women faculty:

- 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



Website: <https://nsfadvance.rit.edu/>
Email: advancewomen@rit.edu