



NDSU Advance FORWARD

Advocates & Allies

Overview and Introduction

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NDSU **FORWARD**

Level of gender inequity at SIUE?

None A bit Some Quite a bit A lot Extreme

What is a barrier to gender equity at SIUE?

Theoretical & Empirical Frameworks

- When an institution is dominated by one group, that group is often unaware of the ways in which the climate is set up to serve that group and disadvantage other groups
- When institutions are male-dominated, men can play an important role in creating a more inclusive and equitable climate
- Bottom-up approaches like Allies Programs are as important as top-down approaches
- Leverage knowledge & methods of racial, disability, & other social justice causes

The Four-Frames

Provides a framework on how individuals and organizations work toward gender equity (Kolb et al., 1998)

Frame 1: “Equip the Women”

Frame 2: Create Equal Opportunity

Frame 3: Value Difference

Frame 4: Re-Vision Institutional Culture

Advocates and Allies programs focus on the higher frames.

Advocates and Allies Overview

- Began at NDSU with NSF ADVANCE IT
- Expanded through NSF ADVANCE PLAN-D
- Men faculty committed to personal action in support of women faculty and gender equity
- **Advocates:** men faculty with a record of supporting women faculty and who commit significant time and effort to the Advocates and Allies program
- **Allies:** trained men faculty who identify and behave as allies of women faculty

What is a potential risk of men-only groups working in the gender-equity space?

Advocates and Allies Mission

- Introduce men to knowledge, skills, and strategies to effect positive personal, departmental, and institutional change
- **Emphasize men working with other men while maintaining accountability to women**
- Build a supportive network of men allies who are committed to gender equity

What factor most limits the engagement of men as gender-equity advocates?

Men as Gender-Equity Allies

- Key forces that undermine men's engagement include apathy, fear (status loss, making mistakes), and lack of knowledge (Prime and Moss-Racusin, 2009)
- Men are more likely to be skeptical about research showing that gender bias exists (Handley et al., 2015; Flaherty, 2015)
- There are effective strategies to engage men (Prime et al., 2009) and address the types of resistance common to change efforts (Moody, 2011)

What is one action men should take to better support gender equity?

Four Key Aspects of Being an Ally

1. Awareness
2. Knowledge/Education
3. Skills
4. Action

**Ally Workshops help men
develop in all four areas**

Effectiveness of the Advocates & Allies Program

- Strong majorities of men attending Ally Workshops agree that their knowledge has increased and that they are able to implement new strategies to promote a more equitable climate for women
- External evaluator-conducted qualitative interviews with Advocates suggest positive impact and effectiveness of the Advocates & Allies program
- External evaluator also conducted separate focus groups with Allies and with women faculty, which also support positive impact and effectiveness of the Advocates & Allies program

Men as gender-equity allies can be effective in helping achieve institutional transformation. Successful ally programs should be intentional and multi-faceted. Start with a committed core group; participation will grow as the program develops.

Questions?

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