



ADVANCE BU

Advancing and Maintaining Equity

October 2024

Monthly Newsletter

ADVANCE BU Needs Your Help

One challenge of doing equity work at Bradley is that data pertaining to faculty, staff, and students are spread across many different data platforms that do not communicate with each other. So, over the past year, an ADVANCE BU team headed by Dr. Kerrie Schattler has been developing an Equity Dashboard that will allow members of the Bradley community to easily see our diversity and equity metrics, which will allow us to identify areas for improvement and track our progress over time. Unfortunately, there are some gaps in the data where employees have elected not to enter certain demographic information. If you are comfortable doing so, we ask you to log into your **ADP** account and enter any missing details so our Dashboard data is as accurate and complete as possible.

Just follow these simple steps:

1. Log into ADP and click on "Myself" tab.
2. Select "Profile" under "My Information".
3. In the "Personal Information" tile, click on "View More".
4. Scroll all the way to the bottom and click on "Bio (Gender, Race, Ethnicity)" to expand the demographic section.
5. Fill in your ethnicity, race, and gender (various options).
6. Make sure to click Save.



Thank you!

Spotlight:

Bradley Honors Faculty Excellence in Diversity, Equity and Inclusion

ADVANCE BU congratulates Dr. Amy Scott, the winner of Bradley's inaugural award for Faculty Excellence in Diversity, Equity, and Inclusion. Dr. Scott, Associate Professor of History and Director of the Women's and Gender Studies (WGS) program has made significant and lasting contributions to diversity, equity, and inclusion through advocacy, curriculum development, community building, research, and leadership. In the words of John Nielsen, chair of the History department, "There is nobody who is a more impassioned and effective advocate for these issues. Her actions in the classroom have shaped hundreds of students, her teaching is informed by a research agenda that focuses on women's and LGBTQ+ issues, and the programming she has spearheaded or helped sponsor on campus has fostered an inclusive and welcoming community for students who might otherwise have had a difficult time finding a home at Bradley."

Among Dr. Scott's many contributions, she expanded and revised the WGS curriculum to focus on engaged learning. In collaboration with a team of Bradley faculty and students, she introduced Intergroup Dialogue to campus, a program that facilitates difficult conversations across identity groups. She helped foster the growth and activities of student organizations including SHE Speaks, Generation Action, the Triota honor society, and

the Queer Coalition/Brave Space (winner of a Multicultural Student Organization award) as they implemented an annual Pride Flag raising, a Lavender Graduation, and a diverse slate of campus programming focused on issues ranging from sexual violence to voter registration. As the founder of the Gender Scholars Lecture Series, Dr. Scott has spotlighted Bradley faculty scholarship. Additionally, she was the driving force behind the Start Smart program, which to date has trained approximately 1,300 Bradley students in salary negotiation skills. Under her leadership, WGS won both the Burgess Award for Excellence in Interdepartmental Collaboration, and the Award for Excellence in Advancing Diversity, Equity, and Inclusion from the College of Liberal Arts & Sciences. In addition to her work on campus, Dr. Scott's research focuses on issues of gender and justice. Her current projects focus on the transnational Gay Games movement, and on the complex life of Alice Robertson, the second woman elected to Congress.

"It was a highlight of my tenure at Bradley to receive the inaugural Faculty Excellence Award in DEI," Dr. Scott remarked. She added her thanks both to the university for "making visible and celebrating intellectual-activist labor that has historically been undervalued in higher education" and "to the generations of unsung students, faculty, and staff who did the work of making Bradley more welcoming, caring, and inclusive, even when they received more resistance than fanfare for their advocacy." Dr. Scott teaches her students that as we gain knowledge and empowerment, we have a duty to empower others. "Until we have equity on campus for all faculty, students, and staff, we all have work to do."



From left: Aurea Toxqui, Sarah Glover, Amy Scott, and Lynne Swanson at Bradley's 128th Founder's Day ceremony

Equity Quick Takes: Bystander Intervention Workshop Take-Aways

Roughly 50 faculty and staff joined ADVANCE BU in September for a bystander intervention workshop delivered by the FLS Theater. The research-based workshop stressed the need to recognize subtle acts of discrimination—such as ignoring, belittling, or interrupting—and more blatant acts—such as telling sexist or racist jokes or implying that someone only got a job, grant, or promotion due to their gender, race or other identity status. They stress that it is important to (1) notice such acts, (2) recognize them as problems that need to be addressed, (3) take personal responsibility for addressing the problem, and (4) act. But we may be reluctant to say or do something. We might be unsure whether we have interpreted the situation correctly, or we might fear negative consequences for speaking up. Workplace equity scholars remind us of three simple rules: Don't speak for others; speak for yourself. Support others who speak up. And it's ok to respond later. A wide range of intervention strategies are possible (below). Choose the ones that best suit the situation and your comfort level.

<p>Immediate: Low Involvement</p> <ul style="list-style-type: none"> - Express disapproval nonverbally - Interrupt the comment or behavior - Deflect, pivot, or change the subject 	<p>Immediate: High Involvement</p> <ul style="list-style-type: none"> - Express disapproval verbally - State your discomfort with the comment - Point out when a comment or behavior is not consistent with shared values and goals
<p>Delayed: Low Involvement</p> <ul style="list-style-type: none"> - Privately offer support to targeted person 	<p>Delayed: High Involvement</p> <ul style="list-style-type: none"> - Privately speak to the offender

- Discuss with colleagues what to do if it happens again
- Foster networks or coalitions

- Report to higher authority
- Suggest changes to practices or policies
- Ask offender to apologize

Higher Ed Equity in the News

[Teaching Evaluations are Racist, Sexist, and Often Useless](#)

[Women in the Workplace Report](#)

[AAUP Statement on DEI Criteria for Faculty Evaluation](#)

Upcoming ADVANCE BU Events

- **ADVANCE BU Chair Lunch & Learn: A Conversation with the Provost:** In this one-hour session, on **Monday, October 21 from 12–12:50 p.m. in BECC 1122**, academic chairs and directors will have an opportunity to share ideas, concerns, and questions with Interim Provost Dan Moon. Lunch will be served. [RSVP here](#).
- **ADVANCE BU Department Chairs Lunch & Learn: Lead Inclusively to Advance Diversity and Equity:** A one-hour workshop with visiting scholar Dr. Doragnes Rivera Bradshaw, on **Monday, November 18 from 12–12:50 p.m. in Westlake 116**. Lunch will be provided. Invitation forthcoming.
- **What Kind of Leaders can Move Bradley Toward Greater Equity?** As Bradley searches for its new President, Provost, and three Deans, all faculty, staff and administrators are invited to this evidence-based presentation by Dr. Doragnes Rivera Bradshaw Assistant Dean, School of Professional Advancement and Graduate Studies at Rollins College on **Monday, November 18 from 4–5 p.m. in Westlake 116**. Zoom link available upon request. [Register here](#).
- **Staff Council Address: 9 Policies for a More Equitable & Inclusive Workplace.** Please join us as Dr. Doragnes Rivera Bradshaw shares research illuminating the policies most likely to advance workplace equity, on **Tuesday, November 19 from 12–1 p.m. in BECC 1122**. Zoom link available upon request. [Register here](#).



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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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