



ADVANCE BU
Advancing and Maintaining Equity

Update on Activities of the Advance BU Advocates Program

Tony Hermann, James Courtad, Andrew Kelley

January 15th, 2025



BRADLEY
University



Advance BU Grant Overview (Jackie Hogan, co-PI)

University Policies and Processes Change (Kalyani Nair, co-PI)

- DEI Portal and Dashboard (Kerrie Schattler)
- Tenure and Promotion Revision (Matt O'Brien)
- Faculty Annual Review Revision (Tim Koeltzow)

Cultural Change (Sherri McMorris, co-PI)

- Diversity, Equity and Solidarity (IDEAS) program (Mary Conway Dato-on)
- ADVANCE-informed Chair Training (Melinda Faulkner)
- Advocates and Allies (Tony Hermann)

www.bradley.edu/sites/advancebu



Timeline

- Allies training January 2024
 - Roger Green and Canan Bilen-Green, NDSU
- Recruitment
 - Advocates Team
 - Advisory Committee
- Retreat Fall 2024
 - Mission statement
 - Objectives
- Fall 2024 Monthly meetings



Advocates members

- **Joseph Arthur**, Economics and Finance
- **Scott Cavanah**, Interactive Media
- **Jim Courtad**, World Languages and Culture,
- **Joseph Harris**, Psychology
- **Tony Hermann**, Psychology
- **Andy Kelley**, Philosophy and Religious Studies
- **Chad Lowell**, Theatre
- **John Nielsen**, History
- **Tegan Nusser**, Education, Counseling, and Leadership
- **Prasad Shastry**, Electrical and Computer Engineering



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Advocates and Allies Advisory Board

- **Lynette Fernandes**, Interactive Media
- **Tanya Marcum**, Entrepreneurship, Technology and Law
- **Jessica Nigg**, Family and Consumer Sciences
- **Valerie San Juan**, Psychology



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Advocates Mission Statement

Bradley Advocates are a group of men who, in partnership with people of all genders, actively promote a more equitable, fair, and just workplace culture.



Advocates Objectives

The following objectives foster mutual respect and guide our engagement with the Bradley campus community to promote a more equitable and just workplace culture that is inclusive for all. In all Advocate activities, we will maintain dialogue and solicit feedback from all genders, specifically women on campus, with active, nonjudgmental, and responsive listening.

Advocates Objectives



In particular, we endeavor to:

- Educate ourselves on gender inequity and its intersection with Bradley University.
- Publicly and specifically acknowledge gender bias and other cultural biases on campus that cause an unjust working environment.
- Engage others, especially men on campus, to raise consciousness and promote advocacy to increase equity at BU.
- Further educate BU community about workplace climate related to gender inequity.
- Partner with campus leaders and groups to promote a more equitable and just workplace culture.
- Model and promote concrete behaviors and actions that support a more just and equitable workplace.
- Highlight and celebrate the successful practices that promote equity on campus



2024-2025: Information gathering & Formation

Fall 2024 activities

- Met monthly starting in Oct
- Read and discussed a book about male advocacy for gender equity
 - Smith, D.G. , & Johnson, W.B. (2020). *Good Guys: How Men Can Be Better Allies for Women in the Workplace*. Harvard Business Review Press.
 - Emphasis on how gender equity issues show up in our and our colleagues lives
- Revised Mission and Objective Statements
 - Consulted with advisory committee
- Developed personal action plans



2024-2025: Formation year

Spring 2025 agenda

- Examine campus climate data
- Enact personal action plans
- Develop campus presentation/forum
- Continue to read literature



Input

- Who should we be talking to?
- How can learn more about the campus climate at Bradley University specifically?
- Suggestions for activities?
- Questions about the program?



Contact us!

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