



ADVANCE BU

Advancing and Maintaining Equity

November 2024

Monthly Newsletter

What Kind of Leaders Can Move Bradley toward Greater Equity?

As Bradley prepares to hire a new President, Provost, and three new Deans, the campus community is asking what kind of leaders will best support the University's mission of educational excellence and boundary-breaking innovations within a welcoming, caring, diverse, and inclusive environment. ADVANCE BU is pleased to announce that Dr. Doragnes Rivera Bradshaw will deliver a series of talks on campus on Nov. 18 and 19 designed to kickstart conversations around the kinds of leaders and the kinds of policies that will move Bradley toward greater equity. Dr. Rivera Bradshaw, Assistant Dean in the School of Professional Advancement and Graduate Studies at Rollins College, focuses her research on the impact leaders can have on eliminating systemic barriers in their organizations. "This research is deeply personal for me," she noted, "because I have felt the impact of this firsthand as a first-gen student from an underrepresented and lower socioeconomic upbringing. I am also a wife, a mother of two, and a caregiver for my elderly parents. As a leader, I know that my decisions can change the trajectory of a person's life in an instant."



Dr. Doragnes Rivera Bradshaw, Assistant Dean, School of Professional Advancement and Graduate Studies at Rollins College

The research on equity within organizations is clear, according to Bradshaw Rivera. "Study after study shows that more equitable workplaces lead to better organizational culture and better business performance." With greater equity, "people are generally happier in their roles. They care more about their workplace, they stay longer, they are loyal, and they want to do more for the organization. Not only that, but it also enhances the institution's reputation." When asked why it is important to identify leadership traits that are associated with advancing equity in the workplace, Rivera Bradshaw explained, "In every successful organization, it starts with the top leader and the culture they build and cultivate for their employees. People want to work in an environment that fosters a culture of trust, open dialogue, and transparency about the critical issues impacting the workplace. If people know they can trust you as a leader and you follow through on your actions, then the rest will follow: productivity, retention, and satisfaction." Please register below for your preferred session(s). Virtual links available upon request.

Academic Chairs/Directors Lunch & Learn: Lead Inclusively to Advance Diversity and Equity

Monday | Nov. 18, 12–1 p.m. | Westlake 116

What Kind of Leaders can Move Bradley Toward Greater Equity?

Monday | Nov. 18, 4–5 p.m. | Westlake 116

Staff Council Address: 9 Policies for a More Equitable and Inclusive Workplace

As a reminder, all faculty and staff who attend an ADVANCE BU event will be entered into a drawing for \$500 in professional development funds.

And the more events you attend, the more chances you have to win!

Spotlight: Bradley Advocates & Allies Work to Promote More Equitable Workplace Culture

A group of 14 Bradley faculty are working to advance campus equity through the Advocates and Allies program. The NSF-supported program raises awareness of both systemic and interpersonal forms of discrimination, and build intervention and advocacy skills among faculty men. First developed by North Dakota State University, it has been implemented in more than 30 colleges and universities across the nation, where it has resulted in significant improvements in gender equity, and the creation of “diversity-positive” campus cultures. The group’s mission is to “actively promote a more equitable, fair, and just workplace culture.” To that end, the group has articulated seven key objectives.

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

The group of Advocate men (shown below) aims to maintain dialogue and solicit feedback from all genders, with active, nonjudgmental, and responsive listening. They are guided in their work by an Advisory Board of faculty women (below). For more information or to get involved, contact **Dr. Tony Hermann**.



Tony Hermann (PSY), Joseph Arthur (ECO), Scott Cavanah (IM), James Courtad (WLC), Chad Lowell (THE)



Joe Harris (PSY), Andy Kelley (PHL), John Nielsen (HIS), Tegan Nusser (ETE), Prasad Shastry (ECE)



Lynette Fernandes (IM) Tanya Marcum (ENT/BLW) Jessica Nigg (FCS) Valerie San Juan (PSY)

Higher Ed Equity in the News

[What's Behind Academic Program Cuts?](#)

[Colleges are Still Failing their Employees](#)

[Racial Bias Can Taint the Academic Tenure Process—at One Particular Point](#)

[Underrepresented Minority Faculty in the USA Face a Double Standard in T&P Decisions](#)

Upcoming ADVANCE BU Events

Mindfulness in Motion: Restorative Practices for Faculty and Staff.

Thursday | Nov. 7, 4–4:55 p.m.

Friday | Nov. 8, 12–12:45 p.m.

Friday | Nov. 8, 4–4:45 p.m.

As we move into the hectic end-of-semester season, please join us for one or more of these 45-minute sessions designed to combat stress. Spaces are limited, so please reserve your spot today. All sessions are in Markin 201. Yoga mats will be provided.

ADVANCE BU Book Club

Friday | Nov. 8, 11 a.m.

Join us as we discuss Tricia Hersey's *New York Times* Bestseller ***Rest is Resistance: A Manifesto***. Open to all faculty, staff, and administrators. Just read (or listen to the [audio book](#)) at your own pace and join our virtual discussion!

ADVANCE BU Department Chairs Lunch & Learn: Lead Inclusively to Advance Diversity and Equity

Monday | Nov. 18, 12–12:50 p.m.

Westlake 116

A one-hour workshop with Dr. Doragnes Rivera Bradshaw. Lunch will be provided. Virtual link available upon request.

What Kind of Leaders can Move Bradley Toward Greater Equity?

Monday | Nov. 18, 4–5 p.m.

Westlake 116

An evidence-based presentation by Dr. Doragnes Rivera Bradshaw. Zoom link available upon request.

Staff Council Address: 9 Policies for a More Equitable & Inclusive Workplace

Tuesday | Nov. 19, 12–1 p.m.

BECC 1122

Dr. Doragnes Rivera Bradshaw shares research illuminating the policies most likely to advance workplace equity. Zoom link available upon request.



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