Supporting women in STEM: Individual and systemic strategies

What are the top three strategies for effecting institutional change?

https://www.colorado.edu/eer/research/strategic.html

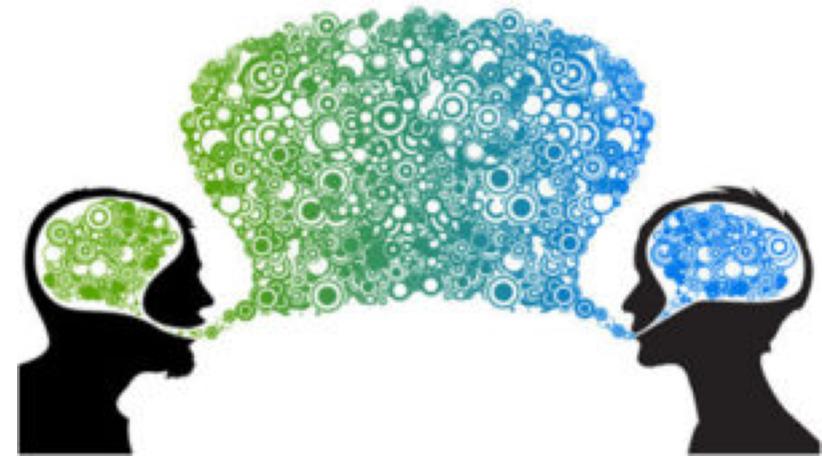…or just enter "Strategic Toolkit Colorado" into Google!

13 Strategic Intervention Briefs

- Faculty PD programs
- Grants to individual faculty
- Mentoring and networking activities
- Development of institutional leaders
- Inclusive recruitment and hiring
- Equitable P&T processes
- Strengthened accountability structures
- Flexible work arrangements
- Practical family-friendly accommodations
- Support for dual-career couples
- Strategies for improving departmental climate
- Visiting scholars
- Enhanced visibility for women and womens' issues

13 Strategic Intervention Briefs

- Faculty PD programs
- Grants to individual faculty
- Mentoring and networking activities
- Development of institutional leaders
- Inclusive recruitment and hiring
- Equitable P&T processes
- Strengthened accountability structures
- Flexible work arrangements
- Practical family-friendly accommodations
- Support for dual-career couples
- **Strategies for improving departmental climate**
- Visiting scholars
- Enhanced visibility for women and womens' issues

What are **individual** strategies for improving **collegiality** and **communication**?

Sociocracy

- **A social ideal** that values equality and the rights of people to decide the conditions under which they live and work, and

- An **effective method of organizing** collaborative and productive organizations as associations, businesses, and governments, large and small.

Sociocracy (for **ONE**)

- The Not-So-Hidden Agenda
- Expect Consent
- Initiate Rounds

What are the top three strategies for effecting institutional change?

Context matters

INDIVIDUALS matter

https://www.colorado.edu/eer/research/strategic.html

...or just enter "Strategic Toolkit Colorado" into Google!