



UBC's Women Faculty In Leadership Forum

A Call To Action: Building Conditions for Advancing Women Faculty in Leadership

Agenda and Outline

Wednesday October 31, 2012 A Call To Action: Women Faculty in Leadership At UBC 9:00am-3:30pm	Thursday November 1, 2012 Building Conditions for Success 9:00am -12:30 pm
<p>8:30-9:00 Continental Breakfast</p> <p>9:00 Musqueam Greeting</p> <p>9:20-10:30 Women Leadership Matters Ensuring Our Success For The Future Lisa Castle VP HR Program Overview Dialogue with Stephen Toope Rachel Kuske Sr. Advisor on Women Faculty Best Practices</p> <p>10:45-12:00 Connecting Research and Practices Plenary Panel of Experts Jo-ann Archibald, Professor and Associate Dean for Indigenous Education, Faculty of Education (Chair) Toni Schmader, Professor, Department of Psychology, Faculty of Arts Pilar Riano, Associate Professor, Faculty of Social Work Sara Jane Finlay, PhD, Director of Faculty & Academic Life, Office of the Provosts, U of T</p>	<p>8:30-9:00 Continental Breakfast</p> <p>9:00-10:00 Creating A Shared Vision Women Faculty in Leadership</p> <p>10:00-12:30 Faculty Group Sessions Focus on Faculty-level Opportunities and Challenges</p>
<p>12:00-12:45 Lunch Continued Conversations Networking</p> <p>12:45-1:00 Group Demo of Implicit Gender Bias Toni Schmader</p>	<p>11:30-12:30 Working Lunch Multi Level Action Plans Evaluations and Next Steps</p>
<p>1:00-2:00 Working Together As Allies to Create Institutional Change Listening, Dialogue and Discussion</p>	
<p>2:15-3:30 Coffee Talk: Roundtable Discussions Women in Leadership, Wisdom and Experience</p>	
<p>3:30-4:30 Reception</p>	



Wednesday October 31, 2012

A Call To Action: Women Faculty In Leadership At UBC

9:00 am to 3:30 pm

8:30 Continental Breakfast – please arrive for 9am start!

9:00 Musqueam Greeting: Jewel Thomas, Musqueam Elder

9:15-9:20 Lisa Castle overview of the Women Faculty in Leadership Forum

9:20-10:30 Women Leadership Matters: Ensuring Our Success for The Future

Dialogue with Stephen Toope

Rachel Kuske, Sr Advisor on Women Faculty will provide an overview of UBC's context,

- progress, barriers, opportunities at UBC in support of women faculty in leadership, and more broadly for the advancement of a diverse faculty;
- recognition that attendees of the Forum are coming from a range of diverse backgrounds, identities and scholarships, different Faculties, and different stages in their careers, and that this needs to inform how we proceed during the forum and future planning;
- importance of consideration of the research, our studies and experiences, and what we hear from our peers and across UBC in order to map the way forward that engages diversity in leadership and taps into the broadest possible range of faculty talent.

During the presentations there will be time for questions. In addition, on each table there will be index cards where participants can write their questions, comments and suggestions for resources, people, knowledge, and experience, at UBC that can contribute to the plan at the UBC, faculty and other levels.

10:30-10:45 Break

10:45-12:00 Connecting Research and Practices

A plenary research panel that will help connect research and practices as a way to create a common culture of ideas about leadership at UBC.

- Jo-ann Archibald, Professor and Associate Dean for Indigenous Education, Faculty of Education
- Toni Schmader, Professor, Department of Psychology, Faculty of Arts, will present a social psychological perspective on the role of cultural stereotypes in constraining women's



advancement into positions of leadership. In light of these theories and evidence, recommendations of how situations can be changed promote diversity in the academy

- Pilar Riano, Associate Professor, Faculty of Social Work, will provide a critical review of the work that the Equity Task Force at the School of Social Work has been doing and on the history of RAGA, the praxis (including challenges) of assessing and implementing educational and organizational equity and intersectionality in the daily functioning of academic units.
- Sara Jane Finlay, PhD, Director of Faculty & Academic Life, Office of the Provost, University of Toronto. Encouraging Women Faculty to take on leadership roles requires more than training programs (although those help) or policies (although these are necessary). It needs a commitment to overcoming the material constraints women faculty encounter and a critical understanding of the impact of gender (and race and class and sexuality) on perceptions of women in leadership. Dr. Finlay will share from her wealth of experiences in the Provost Office at the University of Toronto.

12:00-12:45 Lunch

Continuation of conversations and networking.

12:45-1:00 Group Demo of Implicit Gender Bias

Toni Schmader will facilitate an implicit bias exercise *Revealing Bias: Breaking the Ice on How to Crack the Glass Ceiling* that will help participants warm-up for the afternoon session.

1:00-2:00 Working Together As Allies to Create Institutional Change

Listening, dialogue, and discussion with senior leaders, Dave Farrar, Deans, Associate Deans, Heads and other people responsible for leading change at UBC and in their faculties about your thoughts and ideas about working together to lead and manage these changes.

2:00-2:15 Break

2:15-3:30 A Coffee Talk Roundtable: Women Faculty Leadership

Women in Leadership, Wisdom and Experience. This is an opportunity to connect with leaders across UBC, explore possible leadership paths and resources, skills, and practices that support professional and career development of women faculty; and identify ways to participate in leading and managing the changes at UBC.

Participants will be able to speak to at least 3 guest-leaders within a span of 1 hour. There will be one guest-leader hosting one 15 minute table conversation that will be repeated 3 times.



3:20- 3:30 Wrap Up

Summary of input for UBC level plans going forward and ideas for Faculty level working sessions on Day 2.

For those participants returning for Day 2 please give some thought to the following:

1. What ideas from your conversations today do you want to bring to tomorrow's Faculty and action item sessions?
2. What are some things you can do to create awareness and keep the spirit of inquiry and learning alive in your own teaching, research and leadership practices?

3:30-4:30 Reception

Continued conversations and networking



Thursday November 1, 2012

Building Conditions for Success

9:00 am to 12:30 pm

8:30 Continental Breakfast – please arrive for 9am start!

9:00-9:05 Opening Remarks

9:05-10:00: Creating A Shared Vision For Women Faculty In Leadership At UBC

This exercise is designed to build on what we've covered so far and our collective wisdom and experiences to create a shared vision for advancing leadership for women Faculty at UBC. The key elements of UBC's Vision and Values from Place and Promise will be used to guide this discussion. A cross cutting theme throughout UBC's Strategic Plan, *Place & Promise*, is the need for diversity in meeting its goals. A clear message from UBC's strategy *Valuing Difference* is that, to succeed, UBC's equity and diversity strategy must be aimed at inclusion in all aspects of university life. The goal is to highlight the conditions and key actions that will get us there.

Faculty Group Workshops (Including Working Lunch)

10:00 Brief coffee break, move to Faculty Group areas

10:00-12:30 Faculty Group Sessions:

This segment will be a learning session for participants, not an action item session.

Faculty, research and admin groups will meet for 1.5 hours to integrate their perspectives on leadership opportunities in their Faculties, how they come about, how they are supported, what works, what could be better. Research and Admin leaders will be included in this exercise to discuss research and admin leadership.

11:30 Evaluations and Next Steps

Participants will be asked to complete an evaluation form.



11:30-12:30 Working Lunch in Faculty Groups

Action Plans Going Forward

This module will be used to help participants, and also departmental/Faculty groups integrate their learning and develop one or two key actions that they will pursue to meet their goals. Individuals will identify some things they can do going forward, as well as recommendations for their Faculties and UBC levels that will support them in these activities. A template will be distributed to capture the results of these discussions and collected at the end of the module. The results will be included in a report and possibly monitored for future tracking and follow up.