

FORWARD holds lecture and workshops  
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Mark Chesler, professor emeritus of sociology at the University of Michigan, presented "Working Toward Gender (and Race) Equity on Campuses" on Nov. 20, to an assembled group of about 70 faculty and staff looking to help improve gender and racial equity on campus. Chesler also held separate workshops for deans and administrators, department chairs and heads, and male faculty to discuss what issues arise and how to approach solutions when working to enhance an equitable and welcoming campus climate.

NDSU ADVANCE FORWARD sponsored the workshops. The group is committed to establishing a university culture in which all are nurtured and supported to develop to their fullest potential. They are working to demonstrate NDSU's commitment to gender equity through a record of accomplishment in recruitment, development and retention of women. The public presentation was sponsored by the Departments of Biological Sciences, Electrical and Computer Engineering, English, Mathematics, History(,) and Human Development and Family Sciences with support from the Cooperative Sponsorship Committee.

Chesler discussed the work done by the Committee on Strategies and Tactics for Recruiting to Improve Diversity at the University of Michigan. The committee provides information and advice about practices that maximize the likelihood that diverse, well-qualified candidates for faculty positions are identified, and if selected for offers, recruited, retained and promoted. There are 37 institutions that have received a National Science Foundation ADVANCE Institutional Transformational Award across the country.

"We can learn from each other's experience," Chesler said.

The University of Michigan has been working for years on increasing equity. They increased their hiring of women and minorities in science, technology, engineering and math disciplines and now are focusing on the difficult problem of retention and advancement; this typically involves issues of departmental support and climate change.

After the lecture, male faculty met to discuss misconceptions of gender equity and what it means to be an advocate or ally of FORWARD. There are eight advocates so far at NDSU, who are tenured male faculty with a history of being supportive of gender and racial equity on campus. They receive a \$500 stipend for one year of service: planning and conducting workshops, educating themselves on gender equity issues and promoting, attending and supporting all FORWARD programming. Allies can be from any faculty rank; they are asked to attend one workshop, display support for FORWARD, identify themselves as an ally within their department and attend, promote and support as many FORWARD programs as possible.

For more on FORWARD, including video and slides from the Chesler presentation, visit [www.ndsu.edu/forward](http://www.ndsu.edu/forward).