



**University
of Dayton**

Women's Center UD Men for Gender Equity

Statement of Inclusive Excellence

The Division of Student Development recognizes the educational benefits of diversity for students, faculty and staff. We are committed to engaging in reflection, dialogue and experiences that both challenge and affirm multiple perspectives. Our Marianist charism calls us to value the dignity of every person and to advocate for social justice.

Overview

The Women's Center is guided by a commitment to justice, inclusivity, and innovation; serves all students, faculty and staff; provides a safe space to support, educate and empower; and champions balanced and fulfilled professional and personal lives. The Center is co-located and works closely with the Women's and Gender Studies Program to deepen student learning experiences in and outside of the classroom. The Women's Center is also a close partner and collaborates with other departments and units on campus including, but not limited to, Title IX and Equity Compliance Office, Career Services, Center for International Programs, the Office of Multicultural Affairs, and the Office of Diversity and Inclusion. The Graduate Assistant (GA) is an integral member of the Women's Center staff. The GA's primary role is providing assistance with major programs and events for students, faculty and staff, researching special projects under the direction of the Director, and the implementation and assessment of Women's Center efforts aimed at advocacy and educating the university community on gender, diversity, equity and social justice-related issues.

About UD Men for Gender Equity:

The UD Men for Gender Equity Initiative focuses on developing men's gender equity knowledge, skills, and strategies to affect positive personal, departmental, and institutional change. Founded at North Dakota State University (NDSU) as Advocates and Allies Men Faculty Gender Equity Initiative, the NSF-funded initiative has since expanded beyond its original STEM focus to other disciplines and has been adopted by numerous universities across the country. UD piloted its first workshops in January 2019 and intends to offer additional workshops to faculty, staff, and later students at all levels at the university, as well as continued professional development opportunities for Equity Allies and Advocates. This initiative includes two levels of commitment: Equity Allies and Equity Advocates.

Equity Allies are men-identified faculty/staff who attend a two-hour workshop facilitated by the male Equity Advocates and then participate in ongoing professional development through

voluntary workshop opportunities. The Equity Allies serve as proponents for gender equity in their departments and units, modeling inclusive actions.

Equity Advocates are men-identified faculty/staff who participate in a two-day train-the-trainer style workshop, and then work to continue campus engagement and education, for themselves and others, on issues of gender equity while also serving as proponents of gender equity in their departments and units. They are overseen by a Women's Advisory Council.

Graduate Assistant Position:

The GA for the UD Men for Gender Equity Initiative reports to the Director of the Women's Center and will be responsible for managing the day-to-day logistics of the initiative, including scheduling and marketing for all training opportunities, recruitment of participants, coordination of ongoing professional development opportunities, and support for the Women's Advisory Council and the Equity Advocates.

Responsibilities

- Provides day-to-day oversight over program, including logistics, communications, and collaboration with units across campus
- Manages and schedules workshops and training for equity advocates and allies, as well as follow-up training/engagement with equity allies; coordinates and facilitates parallel learning opportunities for women
- In collaboration with campus partners, recruits workshop participants and solicits nominations for advocates and members of the Women's Advisory Council
- Coordinates the Women's Advisory Council in partnership with Director, including meeting coordination, meeting minutes and agenda setting, recruitment and selection, and managing special projects
- Marketing and communications for program, including newsletter and communications with Equity Advocates and Allies who have completed training
- Drafts correspondence to chairs/supervisors regarding Equity Advocate/Allies participation for promotion and tenure consideration/performance evaluations
- Administers pre- and post- surveys for Equity Advocates & Equity Allies and implements other measures to review effectiveness and impact of program
- Other duties as assigned

Professional Development Opportunities

- Gain experience advocating for and working towards equitable experiences and opportunities for faculty, and staff.
- Assist in changing the climate for women and men on campus while facilitating meaningful conversations on the role of gender in society and the world.
- Strengthen programming, supervisory, and organizational skills and enhance her/his knowledge of gender-related issues and appreciation for working with diverse populations;

Qualifications

The Women's Center seeks candidates who can demonstrate significant current or past interest and experience working on issues related to gender, diversity, equity or social justice in an educational

setting or in a volunteer capacity. Additional qualifications include excellent communication (oral and written), organizational, and computer skills, and interest in planning and implementing programs and activities—both independently and collaboratively—for an undergraduate and graduate student audience, as well as faculty and staff. Maturity, flexibility, self-initiative, ability to work independently, and demonstrated interest in and knowledge of gender-related issues in higher education will also be valued.

Remuneration

- Competitive stipend
- Tuition Remission – Up to 24 credit hours, not to exceed \$15,127/academic year
- Health Care: Offered enrollment in University of Dayton health care plan as applicable to Graduate Assistants

For more information, contact:

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