Call for Advocate Applications

The ADVANCE @ CSU program seeks applications for the founding cohort of Faculty Equity Advocates to adopt and adapt the Advocates and Allies program to Colorado State University.

Application Deadline: April 4, 2022

About the Advocates and Allies Program
ADVANCE Advocates and Allies are faculty members committed to supporting gender equity. ADVANCE @ CSU will help equip Advocates and Allies with the knowledge, skills and strategies to effect positive unit and organizational change.

Advocates: tenured and senior CCA faculty who educate themselves about issues of gender equity
Allies: faculty members whom the Advocates recruit and mentor as proponents for gender equity.

About the Advocate role:
Advocates are expected to be active proponents of equity and inclusion, to support recruitment and success of women on the faculty through ensuring fair and equitable treatment within their units. The program will take an intersectional and expansive framework for addressing issues of gender equity, and ultimately aims to improve the status of faculty members with underrepresented or marginalized identities in all disciplines. Advocates should be open to being mentored on how institutional climate and bias affects the success of women on the faculty. The founding cohort of Advocates will help shape the program and recruit Allies.

While the application is open to all faculty members, preference will be given to tenured and senior CCA faculty members, as advocates may need to speak out, challenge departmental, college, or university culture, and/or question administrators.

Number of positions available: 10
Duration: One year, renewable terms

Eligibility: We seek representation from all Colleges, and priority will be given to applicants who are:
- Tenured or senior CCA faculty members who do not serve in administrative roles
- Interested in being supportive of gender equity through committee work, teaching, research, or informal actions within your department, college, or the university as a whole.
- Interested in learning about issues of bias and institutional and structural inequities in the workplace.

Duties:
- Attend initial kick-off meeting May 2022
- Attend at least one of the trainings available through the Office of Inclusive Excellence.
- Read materials relevant to campus climate, intersectional equity and bias.
- Participate in one meeting/reading group per semester focused on issues facing people with multiple intersecting identities
- Participate in related ADVANCE @ CSU program events.
- Advocate for equitable treatment of women faculty on campus.
- Facilitate short workshops for Allies.
- Stay active in the Advocate/Allies program after your year of service as an Advocate.

Benefits:
- Professional development
- Networking with other allies and advocates.
- $1,000 summer salary, fully fringed.
- Participating in institutional transformation: priceless.

Application Submission: Submit the application form and a short CV (3 pages or less) by email to ADVANCE @ CSU Program Manager, Jen Dawrs (Jen.Dawrs@colostate.edu). The subject line must read “ADVANCE @ CSU Advocate Application.” Your department chair/head and dean must be Cc-ed on the submission email message.