The Women's Place

2016 Status Report on Women at Ohio State
Is the Needle Stuck?

Ohio State making progress toward gender equity? The Women’s Place (TWP) monitors the status of women at Ohio State in this annual report and the answer is, it depends. Depending on what area you focus on. The numbers for women of color in senior administrative leadership positions have generally stagnated, in some cases stagnated at 0 for the past 16 years. Representation of all women in the most senior administrative leadership positions shows no consistent upward trend over time. On the other hand, the proportions of women in all other ranks do show a consistent upward trend.

Some of the best examples of this upward trend toward gender equity among faculty are included in the chart below. These departments and colleges are top performers, based solely on improvements in gender numbers. For those of us who are working on diversity and inclusion and seeking to advance President Drake’s vision of inclusive excellence, progress, where it has been made, is too slow. This statement, “those of us working on diversity and inclusion,” points out one of the reasons we believe progress has been so sluggish: Historically, these efforts have disproportionately focused and relied on marginalized groups, such as white women, people of color or visible minorities, and LGBTQ folks, to drive diversity and inclusion initiatives.

Yet, TWP believes that diversity is everyone’s responsibility. It is ironic that white men, who tend to hold the highest position of privilege and are therefore, arguably, the most influential group in affecting transformation in the workplace, have not typically been involved in day-to-day diversity work in our culture. To change this dynamic and kick start our sluggish progress, TWP has initiated a strategic focus on privilege including involving men in gender equity efforts.

To bring men further into the gender equity coalition, The Women’s Place along with the College of Engineering, Ohio State ADVANCE Office, Diversity, Equity, and Inclusion Initiative, The Center for Women’s Research, and Women of Color Leadership (WACL) have partnered on the NSF-funded ADVANCE program entitled Advocates and Allies for the Advancement of Women Faculty. The mission of Advocates and Allies is to introduce male faculty to skills and strategies for bringing about gender equity culture change and use that knowledge to build a supportive network of male allies for female faculty. (Learn more at go.osu.edu/Advocates-AlliesProgram.)

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**Statistics, College of Arts and Sciences**
- **Emergency Medicine, College of Medicine**
- **John Glenn College of Public Affairs**
- **SBS-Biomedical Informatics, College of Medicine**
- **Integrated Systems Engineering, College of Engineering**
- **Microbiology, College of Arts and Sciences**
An additional TWP initiative focusing on men is White Men as Full Diversity Partners (WMFDP) workshops. WMFDP is a national leadership development group that conducts learning labs designed for white male leaders. These innovative, experiential sessions help participants understand how their actions and perceptions contribute to workplace inequities and guide them on how to create an inclusive environment. The sessions also make men recognize that racism is not just a problem for people of color, but that it also affects them at their workplace.

This initiative is part of the context of this report because The Women’s Place will continue a multifaceted approach to achieving gender equity and culture change at Ohio State. We are very encouraged and excited that we will be moving forward with a growing number of male allies and advocates that will help us achieve this goal.

Engaging White Men: Strengthening Equity and Diversity Efforts

“You can’t solve an issue if you don’t talk about it,” says Jennifer Beard, director of The Women’s Place. “No part of our campus is immune to unconscious bias. It affects women in leadership positions, and it affects women who are nontraditional students. It affects people of color and the LGBTQ community.”

White Men as Full Diversity Partners (WMFDP) workshops are a key activity conducted by Catalyst, a leading nonprofit organization that advances the advancement and leadership of women in business. WMFDP is a national leadership development group that conducts learning labs designed for white male leaders. These innovative, experiential sessions help participants understand how their actions and perceptions contribute to workplace inequities and guide them on how to create an inclusive environment. The sessions also make men recognize that racism is not just a problem for people of color, but that it also affects them at their workplace.

“Real cultural change must involve white men, who still make up the majority of Ohio State senior leadership and who hold influence in their units,” says Jennifer Beard, director of The Women’s Place. “Quite simply, their commitment to inclusive excellence is a significant factor in developing solutions.” Beard further emphasizes “Although there are social pressures for white men to remain quiet or even in denial about their privileges, there are courageous individuals who are willing to acknowledge that they belong to a privileged group that often disadvantages nonwhites and women. These men are also willing to pursue solutions.”

Beard’s call for cultural change involving white men is underscored by research. The Women’s Place was influenced, in part, to try WMFDP workshops by a study conducted by Catalyst. A leading nonprofit organization that advances the advancement and leadership of women in business. WMFDP is a national leadership development group that conducts learning labs designed for white male leaders. These innovative, experiential sessions help participants understand how their actions and perceptions contribute to workplace inequities and guide them on how to create an inclusive environment. The sessions also make men recognize that racism is not just a problem for people of color, but that it also affects them at their workplace.

In 2014, The Women’s Place introduced the WMFDP initiative to provide senior white male leaders at Ohio State an opportunity to understand their advantage in the workplace, learn about gender gaps, and to create and/or strengthen and transform existing diversity and gender equity initiatives in their units alongside women and people of color. “Diversity is everyone’s responsibility,” Beard says. “The important aspect about WMFDP is its unique approach to help white men understand and commit to this effort.”

The Women’s Place, with the support of the provost and Office of Academic Affairs, recruited senior white male Ohio State leaders—vice presidents, deans and directors from across the university—to attend the WMFDP training. Twenty-three attended as of time of publication. Many of the men spoke afterwards about the sessions or learning labs as an eye-opening experience, realizing and acknowledging that their privileges can adversely impact and disadvantage others. They returned to campus ready to commit to real change.

The following examples in this report highlight post-WMFDP initiatives launched by learning lab attendees in the College of Food, Agricultural, and Environmental Sciences, the Office of Administration and Planning, and the College of Veterinary Medicine. TWP encourages you to incorporate similar efforts in your unit’s diversity initiatives.

For more information, please visit: womensplace.osu.edu
The College of Food, Agricultural, and Environmental Sciences (CFAES) launched several gender and diversity developments since then—Vice President of Agricultural Administration and Dean Bruce McPheron’s participation in the WMFDP training. These include promoting the diversity leader to a key member of the leadership team; creating a gender program to help retain and advance women; and establishing a Dean’s Council on Equity and Inclusion.

Placing diversity front and center

The first step senior leaders took was to elevate the role of Kathy Lechman, from leader, Diversity Development for OSU Extension, to a key member of the college’s leadership team as director, Equity and Inclusion. Lechman now will play a significant role in hiring and strategic planning with senior leaders. “I’m excited about this designation,” Lechman says. “It indicates the college’s commitment to the importance of diversity, equity and inclusion.”

Among Lechman’s most immediate actions as part of that commitment was the development of the college-funded, two-year pilot CFAES Gender Initiative program. Lechman received a significant financial commitment rarely seen in a science-related program from the dean’s office for this initiative. To help ensure the program’s success, she plans to form a committee within the program that will include male allies, along with women, and possibly industry representatives. She also will focus on developing a formal support network and resource clearinghouse for women in the sciences.

Among Lechman’s first actions was the designation of another significant development for gender equity in CFAES. “Seeing a female faculty member in this type of position is also encouraging to other women in the sciences,” Lechman says of Velleman.

Retaining women in the sciences is key

The CFAES Gender Initiative program will provide professional development opportunities for female undergraduate and graduate students, post docs, and faculty, many of whom often feel lost once they enter the workplace. The program also will offer a formal support network and resource clearinghouse for women in the sciences. “A lot of women leave the sciences because of family obligations, trying to find that work-life balance,” Velleman says. “Our hope is that for those women, this program will help,” she says.

CFAES envisions that its efforts will make it a national leader in nurturing the career development of women and other underrepresented groups in the agricultural and natural sciences.

—Kathy Lechman

wo mensplace.osu.edu
New dean’s council to guide strategies

Finally, to further the college’s commitment to creating an environment that is fair and equitable for all, CFAES senior leaders established a Dean’s Council on Equity and Inclusion, which will offer guidance through its council strategies, and engage staff and faculty college-wide around issues of equity and inclusion. The council will, among other efforts, use data, offer leadership development opportunities, host discussions, and explore best practices to help improve our faculty.

We’re thrilled that our council will work closely in our vision to create a welcoming, safe, and inclusive environment. The council will meet on an ongoing basis, and provide quarterly updates on our progress. We look forward to working closely with our faculty and staff as we advance our college’s mission.

Office of Administration and Planning Focuses on Awareness, Building Skills

Since Jay Kasey, senior vice president of the Office of Administration and Planning (A&P), participated in the WMFDP training, the unit has taken exciting first steps toward creating a more welcoming and equitable environment for all staff, according to Human Resources Director and new Chief Diversity Officer Laura Stehura.

The diversity and inclusion initiatives include: the establishment of a diversity position within senior leadership, the creation of A&P’s first diversity council, and the development of educational and training programs for employees.

Senior leadership diversity role addresses need

Appointing Laura Stehura chief diversity officer was one of Kasey’s first moves toward making changes in A&P. Kasey’s appointment follows the college’s participation in the WMFDP training, which he says was instrumental in his own development and awareness around inclusion and diversity. “I think that for many years, over the years, people, including myself, were never aware of, and therefore, did not advocate for the type of equity and diversity that we need in higher education and organizations,” Kasey says. “I think that in my time here, we’ve been able to really improve the climate in the Office of Administration and Planning.”

Stehura’s new role includes overseeing the diversity council, composed of four women and seven men from all levels of the organization. Council members developed a diversity action plan for 2016 that builds off the success of the college’s Women’s Leadership Academy and focuses on infrastructure changes, educational and skills-building programs that create a more welcoming environment for all employees.

Building a Foundation

The diversity council has established a mission, vision and goals that address diversity and inclusion strategies. The council also developed a mission and vision for A&P: “We are an inclusive and diverse team that builds off the vision and values of the College of Agricultural and Environmental Sciences. We are committed to creating and maintaining a culture that respects the diversity of our students, faculty, staff, and the communities we serve.”

Stehura’s role in leading the diversity council will continue to build on the success of the college’s Women’s Leadership Academy, which is designed to develop the leadership skills of women in higher education. The academy is the first of its kind at the college and is designed to help women advance in their careers. The college’s diversity efforts are in line with the university’s goal of creating a more inclusive and diverse campus community.

We know that if we are a more diverse organization, we are better problem solvers, and we are more creative. – Laura Stehura
Videos increase employee awareness
Another A&P initiative includes "The Faces of A&P," a marketing and educational campaign aimed at—and featuring—A&P employees. The communications department developed a series of videos that focus on 12 intelligent—some would say driven—employees, and highlighted in the employee A&P Newsletter and through video boards in employee break rooms. "Faces of A&P" videos feature employees who are the faces of diversity and inclusion. "The reaction to the Faces campaign has been positive," says Stehura. "People are not only motivated to see career opportunities but also to understand that diversity and inclusion is valued throughout the company."

Sexual misconduct, harassment training
As part of the diversity action plan’s educational component, Stehura plans to roll out sexual misconduct and harassment training for all staff. All A&P managers and supervisors have already undergone the training. "At this stage, I think we can turn our attention to staff training and other technical training," she says. "We know that many of our employees during their work day, for instance, are in personal behavior training and are not using any form of technology or can work independently. It is important for us to take a multi-faceted approach," she notes.

These initiatives are just the beginning of real momentum, Stehura says. "It’s exciting to know that A&P is committed to making diversity and inclusivity a priority, and personally, for me, to be a part of that effort."

College of Veterinary Medicine Makes Inclusion a Core Value
Since College of Veterinary Medicine Dean Rustin Moore’s participation in the WMFDP training, the college announced several initiatives, including naming Dr. Mary Jo Burkhard, associate professor, to a new position as associate dean for Faculty and Student Affairs, Inclusive Diversity and Planning, and elevating that role to senior leadership. The college also developed an initial action plan that focuses on creating a sustained effort in diversity and gender equity across its educational programs in biosciences, clinical sciences and preventive medicine, as well as its hospital services and large and small animal programs. "While women are not a minority in the profession, their numbers in leadership roles continue to lag," Burkhard says.
As an integral member of the College of Veterinary Medicine (CVM) leadership, Burkhard will have a voice in senior faculty searches and the recruitment process, and numerous other decisions affecting how the college communicates its messages and promotes an inclusive environment. Her responsibilities include overseeing a number of areas: the development of a diversity council, incorporating bias training into staff and professional development, and integrating diversity into the college’s administrative policies and procedures. It’s a role Burkhard knows has significance for the next generation of veterinarians and veterinary medical educators. “The exciting aspect of this effort is that senior leadership not only recognizes women as agents of change in the veterinary education, but is committed to that effort as part of its mission,” she says. The diversity council Burkhard plans to develop will include alumni, donors, external partners, faculty, staff, and students. The council will help guide the college’s inclusive diversity initiatives as well as provide partnerships to help support developing professional connections for students and mentoring processes.

Bias, diversity awareness training

The college has partnered with the Ohio State Kirwin Institute for the Study of Race and Ethnicity to conduct bias training for those responsible for the admissions process—admissions committee members, file reviewers, and interviewers—and for faculty and staff searches and recruitment. The training will play an important role in the college’s admissions review process by helping faculty and staff take into account the “whole” applicant, thinking more broadly about what the individual brings to the college. Beginning in December 2015, the bias training was required for all faculty searches that weren’t yet at the interview stage.

Gender equity a core value

The college is also integrating inclusive diversity as a core value into its policies and procedures. “These initiatives hold real promise for making inclusion and diversity an integral part of veterinary medical education, and for the profession in general,” Burkhard notes. This development is critical, she says, as the veterinary profession is known as “the whitest profession.” Thus, she says, the college needs to consider innovative strategies to overcome the “limited pool of potential ethnic/racial minority applicants for faculty and administrative positions.”

As we change the culture and climate we express our values, we also change our culture and climate.

What excites me is changing things for the next generation,” Burkhard says. “As we change the culture and climate we express our values, we also change our culture and climate, to help make our ceiling their floor.”
Status of Women at The Ohio State University

Board of Trustees (including student members)
Vice presidents and senior vice presidents
Senior administration (assistant and associate VP's)
Vice provosts*
Associate vice provosts**
Assistant vice provosts**
Non-faculty executive staff***
Other professional staff***

Deans (including regional and divisional deans; vice president and dean of the College of Food, Agricultural and Environmental Sciences; director of libraries; dean of graduate studies; dean of undergraduate education)

TIPU heads

Faculty
Full professors
Associate professors
Assistant professors

Women of Color Faculty Profile

2 or more races
13/4080 (0.3%)

Japanese
67/4080 (1.6%)

African American
213/4080 (5.2%)

Hispanic
62/4080 (1.5%)

American Indian
4/4080 (0.1%)

2015 (% of Total Faculty)

Little change has taken place in the past 10 years: white women have gained about 5%, Asian American women about 4% and the other four groups have made negligible gains.
Details for the statistics below and more data are on The Women's Place website under the Data section of the Resources tab at womensplace.osu.edu.

Women of Color in Senior Administrative Positions

- Women of color hold 6.5% of all senior administrative positions.
- White women hold 36.4% of all senior administrative positions.

Women in Executive, Administrative, and Managerial Positions

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<tr>
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<tr>
<td>Two or more races</td>
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The Women’s Place (TWP)

Jennifer Beard
Director

The Women’s Place works to catalyze change at Ohio State by focusing on these four areas: policy, culture, leadership, and reporting the status of women.

Vision

The Women’s Place embraces a vision of the university which supports all women to thrive, advance and make their full contributions within an environment characterized by equity, freedom, and dignity for all people.

Mission

The Women’s Place serves as a catalyst for institutional change by offering support for academic growth, leadership and power in an inclusive, supportive and safe university environment consistent with the goals of the Academic and Diversity Plans.

Diane Florian
Communications Coordinator

Culture

Implicit Bias and Privilege:
We are bringing implicit bias awareness and strategies to the university community and are helping white male leaders understand their privilege to become more effective allies in diversity efforts.

Art of Hosting Meaningful Conversations:
The Women’s Place works to change university culture by sponsoring a series of trainings that have allowed several hundred faculty and staff members to learn ways of bringing equity of voice to planning and decision-making processes.

Policy

TWP’s work includes policy development, for example:
• Mandatory search committee training
• Extension of the tenure clock for birth, adoption or other issues
• Sexual harassment
• Consensual sexual relationships

Leadership

The Women’s Place designs and facilitates 12- and 16-month, leadership development programs for women faculty and staff. These programs focus on cultivating potential leaders from underrepresented groups, offering participants tools to foster an inclusive environment, and building networks.