



UD MEN FOR GENDER EQUITY

UD MEN FOR GENDER EQUITY MONTHLY NEWSLETTER

FEBRUARY 2022

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February 2022

Welcome to the second newsletter of the spring 2022 semester from the UD Men for Gender Equity Initiative! This monthly newsletter promotes gender equity efforts at the University of Dayton through education, connection to resources, and providing actionable steps to advocate for gender equity. We invite you to engage with this newsletter by forwarding it to colleagues, participating in future events, and supporting gender equity in our community. Given the continuous impact of COVID-19

and our goals for our campus community, please participate in a short survey [here](#) to help the Equity Advocates plan for the semester.

Upcoming Engagement Opportunities

Advocacy 101 Info Session

Are you a man interested in taking an active role in the UD Men for Gender Equity initiative and becoming a Gender Equity Advocate? Learn more about the roles that Gender Equity Advocates play on campus and how you might lend your skills and talents to the initiative! *Advocacy 101* is an informational session recurring monthly in the Spring term to help men understand how they can be more involved in the UDMFGE efforts.

[Click here](#) to register for the **Tuesday, February 15, 2022 session**, which will take place from **11am - 12pm** on Zoom.

[Click here](#) to register for the **Friday, March 25, 2022 session**, which will take place from **2pm - 3pm** on Zoom.

Women's Advisory Council Application

The Women's Advisory Council (WAC) is a critical part of the UD Men for Gender Equity Initiative. The WAC selects and oversees the Men's Equity Advocates, directs content for Men's Equity Allies sessions, and informs men of climate issues as it pertains to women. Accountability over Equity Advocates is a critical task of this Council, as is establishing a clear hierarchy with respect to this initiative. Equity Advocates are a group of men-identified faculty, staff and administrators interested in learning from women faculty and staff members in departments, colleges, and the university in order to create equitable treatment at UD. [Applications](#) for the Women's Advisory Council are now open; applications are due Feb. 18, 2022. Women-identified faculty (tenure-track and lecturers), staff (exempt and non-exempt) and administrators with an interest in gender diversity and equity are encouraged to apply.

Celebrating Black History Month

Black History Month was started in 1926 by Dr. Carter G. Woodson, an African American when he promoted Negro History week in February. The time was selected because it included the birthdays of Frederick Douglass and Abraham Lincoln which had notable dates for the black community since the start of the twentieth century. This month, also known as African-American History Month was first observed by the students and faculty at Kent State University in 1970. As the years passed, in 1976 it evolved into a month-long celebration and was declared a national holiday when President Gerald Ford (38th US. President) marked the United States Bicentennial. It is time for all Americans

to reflect on both the history and teachings of African Americans and to focus on the progress, richness and diversity of African American achievements.

Celebrating Black History Month at UD

The University of Dayton and the Multi-Ethnic Education and Engagement Center are committed to recognizing the histories, cultures, experiences, and contributions of diverse populations. Through cultural programming, MEC supports the University of Dayton's academic mission by providing educational opportunities that assist students in exploring new experiences while also enhancing their understanding of their cultural identity. In collaboration with faculty, staff, students, and the Dayton community, MEC seeks to provide thought-provoking co-curricular programming that supports the personal development of all students, while also influencing the campus climate.

Check 2022 events at UD [here](#)

Fast Facts

African American Women in Higher Education and Leadership

An important part of African American History Month is celebrating the contributions of African American women in improving human conditions. Even though African American women form the core of organized African American life, their influence within the American culture is often overlooked ("Black Women in America," n.d.). Many African American women have overcome challenges and worked hard to escape labeling the struggle for justice and equality in the United States. These women overcame adversity and opened doors for people of all races. The contributions and accomplishments of African American women in education and leadership have defined their role in assisting the development of American culture.

To read more, click [here](#)

15 Black Women Who are Breaking Barriers in STEM

African American women are underrepresented in the STEM field but these 15 trailblazers have remained unmoved. Whether they've formed organizations to shed light on diversity within STEM or mentored young STEM hopefuls, they've not only held rank in their careers but they've also paid it forward.

Take a look at the [list](#) of 15 Black women who are leading the way in STEM.

Profile: Experiences of Dr. Gerica Brown



Dr. Gerica Brown

Director, Multi-Ethnic Engineers Program

School of Engineering: Office of the Dean

Q: Have you faced any challenges, both personally and professionally, as an African American woman? What were your challenges?

A: Sure. As a Black woman, the main challenges that I have experienced professionally has been connected to my previous employment as an engineer in a male-dominated field. Working on teams where I was oftentimes

the only black female on the team, and often the youngest on the team meant that I had to work extra hard to initiate relationships with folks and show my competence as an engineer so they would see me as an equal member of the team and as deserving to be there. This was not every job nor every team, but was definitely something that I struggled to navigate earlier in my career as a black woman.

Q: Were you a victim of intentional or unintentional biased decisions made by your superiors/co-workers at work or professional events? Share your experience

A: Working with male dominated teams, I would often be left out of invitations to go to happy hour or group lunches, because they thought that I wouldn't be interested. I have also been chastised by a supervisor for speaking up in production meetings where the norm was for the men on my team to yell across the room and frequently use profanity with each other. When I spoke assertively I was told that I came across as aggressive; a term that is often used to silence black women who speak assertively and with passion.

Q: What are the biggest obstacles you confront as you look to advance into leadership goals?

A: I would say the biggest obstacle for myself, personally, is me. Believing in my ability to be successful as a leader, and not being afraid to take on leadership opportunities that stretch my comfort zone, and challenge me in new ways. Also, being clear about the areas in which I want to lead, and when given the opportunity, leading with passion and authenticity.

Q: How can white women best support women of color in the workplace?

A: Get to know us as individual human beings. Don't make assumptions and don't group us as a monolith. Just like all other human groups, we are diverse, and have unique lived experiences which provide context for how we show up in the world and in the workplace. Seek to understand, engage with us in dialogue, and don't take it personal if we disagree with something that you've said or done.

Don't feel guilty when you are trying to learn and grow in your cultural competence, and don't assume that we are all experts on diversity related matters.

Q: How is your experience at UD so far? Is there any room for improvement? If so, how?

A: I have had a positive experience at UD. There is always room for improvement, and I believe the University is self-aware and is on a great path forward. If I had to point to one thing in particular, I would say that equity across the institution regarding the experiences of black women professionals is one area of improvement. The support, encouragement, constructive feedback, and flexibility that I have received as a black woman in my academic unit is not necessarily experienced by all of my peers.

Announcements

Nominate now for the 2022 Miryam Award!

The Center for Social Concern in Campus Ministry is accepting nominations for the 2022 Miryam Award. The Miryam Award is an annual award given to a faculty or staff person, a student, or a group of any of those, who have helped advance the climate for women on campus. Please read more about it and access the nomination form

here: https://udayton.edu/ministry/csc/advocacy/miryam_award.php. Nominations are due February 4th.

Meet the 2022 Women of UD honorees!

Honorees have been selected for the 2022 Women of UD exhibit, held annually in honor of Women's History Month in March. In its fifth year, the 2022 celebration is scheduled to take place in-person on March 2, 2022, at 9AM in The Gathering Place at the Roesch Library. Visit the [Women's Center website](#) to see the list of honorees.

Share Your Experience

The Women's Advisory Council invites you to submit any comments, questions, or other concerns related to gender equity and campus climate. The form is anonymous and will not collect any identifying information. The Council will share these comments in aggregate with the men's Equity Advocates and Allies as we work collaboratively to affect positive change on campus.

Visit the [UD Men for Gender Equity website](#) for more information.

Subscribe to our [newsletter](#).

The UD Men for Gender Equity Initiative is sponsored by the President's Office and the Office of the Provost; in collaboration with many campus partners, it is housed in the Women's Center.

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University of Dayton