Supporting women in STEM: Individual and systemic strategies
What are the top three strategies for effecting institutional change?

https://www.colorado.edu/eer/research/strategic.html

...or just enter “Strategic Toolkit Colorado” into Google!
13 Strategic Intervention Briefs

- Faculty PD programs
- Grants to individual faculty
- Mentoring and networking activities
- Development of institutional leaders
- Inclusive recruitment and hiring
- Equitable P&T processes
- Strengthened accountability structures
- Flexible work arrangements
- Practical family-friendly accommodations
- Support for dual-career couples
- Strategies for improving departmental climate
- Visiting scholars
- Enhanced visibility for women and women’s issues
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What are individual strategies for improving collegiality and communication?
Sociocracy

• A social ideal that values equality and the rights of people to decide the conditions under which they live and work, and

• An effective method of organizing collaborative and productive organizations as associations, businesses, and governments, large and small.

From www.sociocracy.info/about-sociocracy/what-is-sociocracy
Sociocracy (for ONE)

• The Not-So-Hidden Agenda
• Expect Consent
• Initiate Rounds
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Context matters

INDIVIDUALS matter

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