

Thinking Strategically about System Change

Building Gender Equity in the Academy

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Institutions of higher education are complex systems with many interlinked parts.

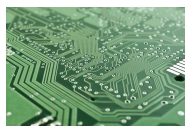


Each institutional system is distinctive: local context shapes both how gender inequities manifest, and what interventions may best address them.



Bolman & Deal's Four Frames are useful for diagnosing issues and identifying potential change interventions.

Structural lens – policies, practices, & rules



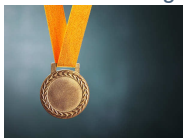
Political lens – power & influence



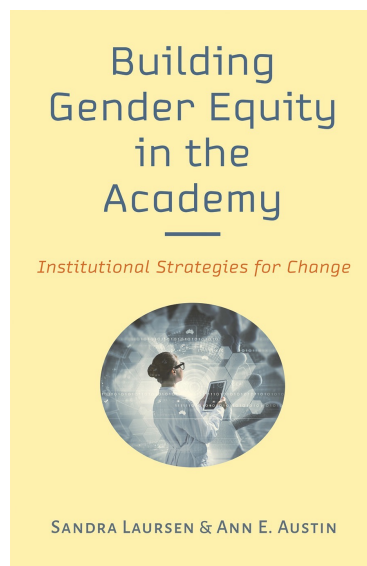
Human resource lens – people & their capacities



Symbolic lens – norms, values & messages



How can we create institutional environments that support the success of women scholars in STEM fields?



Johns Hopkins University Press, 2020

How can the book be useful to you?

- ❖ Developing a proposal
- ❖ Designing & implementing an intervention
- ❖ Charging a task force
- ❖ Refreshing or expanding current programs

Our research identifies four categories of interventions that align with the literature about the barriers for women in STEM.

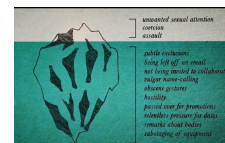
Interrupt biased processes



Support the whole person



Reboot workplaces



Foster individual success



The book also includes

- ✓ Institutional case studies
- ✓ Starting a process of change
- ✓ Implementing a comprehensive change plan

