

# Promoting gender diversity in STEM faculty through leadership development; From local and national leadership workshops to the online LEAD-it-Yourself! Toolkit



J. Yen, E. A. Riskin, C. Margherio, J. H. Spyridakis, C. M. Carrigan, A. M. Cauce, Equal. Divers. Incl., **38**, 382-398 (2019)

## Abstract

This case study presents leadership programs for department chairs to give them tools to address DEI

## Problem

DEI depends on changing institutional culture  
Department chairs have large impact on institutional culture  
Academics are often ill prepared for this task  
Department chairs should not need to figure this out by themselves

## Solution: Workshops

*University of Washington (UW) leadership workshops:  
Quarter annual half day workshops  
Topics: Recognizing barriers, job offers, mentoring, recruiting*

National LEAD workshops  
*Two-day workshops*  
LiY! (Lead-it-Yourself!) toolkit  
*Online toolkit to help institutions plan leadership workshops*

## Key Findings

Case studies, group discussions and peer leads workshops are effective tools  
6-month follow-up: attendees used tools more than they thought  
70% applied LEAD training

## Outcomes

Percentage of female faculty almost doubled in 15 years at UW  
Department chairs are more willing to discuss DEI

## Recommendations

Join the LiY! Community  
Address DEI in leadership workshops  
Create regular development opportunities

## Resources:

DOI 10.1108/EDI-09-2017-0181 (this case study)  
[advance.washington.edu/about/national/lead](https://advance.washington.edu/about/national/lead) (Program overview)  
<https://advance.washington.edu/liy/> (LiY website)