

The Ohio Women's Network is part of the American Council on Education Inclusive Excellence Group and its ACE Women's Network.

Best practices of Institutional Representatives

Institutional representatives (IRs) represent and serve as advocates for the interests of women's leadership development and advancement in higher education at their institutions. Below is a list of some of the best practices that recent IRs have successfully engaged with.

Feel free to contact the listed IRS next to some of the practices for further information.

- Encourage women to take on leadership roles at your campus.
- Share Ohio Women's Network (OWN) conference and award opportunities with campus via email (Dear faculty and staff, For those of you interested in advancing women in leadership in academia, I encourage you to consider...)

State Conference (first Thursday/Friday of November):

<https://aceohiowomen.org/NewsAndAnnouncements.html>

Awards:

<https://aceohiowomen.org/Awards.html>

- Ask public relations office at your campus to promote OWHE OWN conference and award opportunities.
- Ask Dean/President and Women's Center/Diversity Office to distribute information about, and financially support, attendance at conferences and award opportunities.
- Attend state conferences and regional workshops.
- Ask administration for support to promote and attend ACE forums and programs and nominate colleagues to attend the same; encourage colleagues to ask administration for support.
Regional Women's Leadership Forum (Carey McDougall, cmcdoug2@kent.edu):

http://www.acenet.edu/Content/NavigationMenu/ProgramsServices/Leadership/InclusiveExcellenceGroup/Programs/Regional_Leadership.htm

National Women's Leadership Forum:

http://www.acenet.edu/Content/NavigationMenu/ProgramsServices/Leadership/InclusiveExcellenceGroup/Programs/National_Leadership.htm

Ace Fellows Program:

<http://www.acenet.edu/Content/NavigationMenu/ProgramsServices/FellowsProgram/index.htm>

ACE Leadership Academy for Department Chairs:

<http://www.acenet.edu/Content/NavigationMenu/ProgramsServices/Leadership/EmergingLeadersGroup/programs/academy.htm>

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- Contact and forward possible speakers and ideas for statewide conferences to Conference Committee members.
- Host panel on the unique challenges that women of color have. Topics could include ensuring that racial diversity is supported in initiatives for advancing women; counteracting racial stereotypes; and working to increase the retention of women of color at your institution.
- Promote women advancing at your campus or the recognition of awards granted to women by asking your administration to make formal announcements.
- Set up a “Women and Leadership” listserv on your campus. (Jacqueline Parrill, parrill.9@osu.edu)
- Develop a Women’s Leadership Development Mentoring Program. (Jacqueline Parrill, parrill.9@osu.edu)
- Host an executive women leadership panel (Sandy Robinson, sandy.robinson@tri-c.edu)
- Facilitate a book club using such books as *Why So Slow: The Advancement of Women* by Virginia Valian.
- Promote statistics and chart progresses and setbacks on women’s progress on campus through yearly presentations on the state of women on you campus. (Roberta Milliken, rmilliken@shawnee.edu)
- Encourage involvement in women’s center activities, like learning communities, brown bag discussions of timely articles, and hosting speakers to introduce faculty, staff and administrators to each other, promoting organic mentoring as well as fostering healthy connections among all women on campus. (Roberta Milliken, rmilliken@shawnee.edu)
- Have a cultural audit performed on your campus to identify several areas of interest (mentoring, glass ceiling experiences/perceptions, women feeling undervalued/unappreciated, sexual harassment). Sponsor events on these topics. (Roberta Milliken, rmilliken@shawnee.edu)
- Informally facilitate off-site social gatherings to introduce women to each other.
- Share resources that explore women advancing in academia, such as the *Women in Academia Report*, a portal that celebrates women's progress in higher education and explores issues of gender equity at U.S. colleges and universities. Go to <http://www.wiareport.com> to subscribe to a weekly report.
- Visit the Office of Diversity and your institution’s unions to find out what initiatives they are working on so that you can be mutually beneficial to each other.

If you are an IR and have developed some other successful practices that we don’t have listed here please contact Carey McDougall at cmcdoug2@kent.edu so she can add them to this list.