



# GWIMS

Group on Women  
in Medicine and Science

**Member Resource**

## Contents

<b>GWIMS Mission and Membership .....</b>	<b>3</b>
GWIMS Strategic Visioning.....	3
GWIMS Leadership.....	3
Membership Types .....	4
<i>Who Can Join</i> .....	4
<i>How to Join</i> .....	4
How to Find Your Designated Representative.....	5
<i>Looking up Your Designated Representative</i> .....	5
<i>Looking up All GWIMS Representatives at Your Institution</i> .....	5
How to Get Involved with GWIMS.....	5
Ways to Be a GWIMS Member on Your Campus.....	6
<b>Legal, LCME, and Policy Resources for Gender Equity .....</b>	<b>7</b>
Diversity and LCME .....	7
<i>How to Leverage for Support of WIMS Activities</i> .....	7
Title IX Information .....	7
Gender Equity .....	8
<i>Taking Action</i> .....	8
<b>Overview of Online AAMC Resources.....</b>	<b>9</b>
Salary Resources.....	9
<i>Requesting Individual Salary Information from the AAMC</i> .....	9
<i>AAMC Salary Reports and Surveys</i> .....	9
<i>GWIMS Resource for Salary Negotiation</i> .....	9
Faculty Roster Information.....	10
AAMC Meetings .....	10
Campus WIMS Offices/Programs .....	10
Identify GWIMS Members at Your Institution .....	10
Recommended Reading.....	10
Structure of the AAMC .....	11
<b>New WIMS Office Leader Resources .....</b>	<b>12</b>
How to Start and Maintain a Robust WIMS Organization by Julie L. Wei and Paige C. Geiger .....	12
Understanding the Roles and Responsibilities of GWIMS Members: What Do Colleagues and Institutions Expect from Additional and Designated Members? .....	12
External Resources.....	12
Keys to Success for WIMS Groups and GWIMS Representatives .....	13
How to Identify Internal Institutional Stake Holders and Potential Partners at Your Institution .....	13

## GWIMS Mission and Membership

### GWIMS Strategic Visioning

The Group on Women in Medicine and Science (GWIMS) advances the full and successful participation and inclusion of women within academic medicine by addressing the following:

- o Gender equity
- o Recruitment and retention
- o Awards and recognition
- o Career advancement

### **GWIMS Strategic Vision**

#### Visibility

**Goal:** Increase the visibility of GWIMS both within the AAMC and in the community of women's organizations.

**Method:** Partnering with AAMC groups and councils to include content relevant to GWIMS mission areas.

#### Data

**Goal:** Release relevant and compelling data on women in academic medicine that describe challenges and solutions.

**Method:** Using benchmarking data to publish research on women who drive institutional change.

#### Membership

**Goal:** Increase communication with and knowledge about GWIMS members and institutional activities.

**Method:** Increasing the bidirectional communication between GWIMS and designated representatives through Member Engagement Survey.

### GWIMS Leadership

**GWIMS Steering Committee.** The GWIMS Steering Committee's primary functions are to plan and participate in the GWIMS Annual Meeting program, to address the needs of GWIMS members in terms of projects and products related to the GWIMS mission, and to recommend AAMC policy and program directions related to women in medicine.

**Project Development Subcommittee.** This subcommittee sets the direction and focus of GWIMS scholarly collaborative projects, provides nonfinancial resources for members to promote faculty and institutional development, and identifies areas for fostering scholarship and empowering women in academic medicine. It is primarily responsible for crafting the GWIMS toolkit series, which is a series of presentations designed to provide practical guidance on a variety of topics relevant to women faculty in academic medicine. Each presentation provides an overview of the topic, relevant best practices, tips on implementation, and useful references for more information. We encourage you to share these resources with interested colleagues at your organization.

[View the GWIMS toolkit series.](#)

**GWIMSWatch Subcommittee.** The *GWIMSWatch* Subcommittee sets the strategic direction and develops and solicits the content for the *GWIMSWatch* newsletter. It also manages the GWIMS presence on social media. *GWIMSWatch* is a biannual newsletter about topics of interest to women in medicine and science, edited by the GWIMS Communications Subcommittee.

[See what GWIMS is talking about.](#)

[View the GWIMSWatch Archive.](#)

**Member Engagement Subcommittee.** The Member Engagement Subcommittee explores ways to engage existing GWIMS members and to increase the GWIMS community. The subcommittee collects, analyzes, and publishes findings related to the GWIMS Member Engagement Survey in an effort to better serve the GWIMS community at large.

*The call for nominations for the Steering Committee and subcommittees occurs from May to June each year.*

Interested in more information on GWIMS leadership? Visit the GWIMS leadership webpage [here](#) or email us at [gwims@aamc.org](mailto:gwims@aamc.org).

## Membership Types

### Who Can Join

The Group on Women in Medicine and Science membership consists of individuals from the faculty or administration of AAMC-member institutions who advocate for women’s advancement and leadership throughout the continuum of academic medicine. Their portfolios, formal or informal, of issues include gender equity; career advancement; women’s recognition, including awards; and women’s recruitment and retention throughout the continuum of academic medicine.

After appointments are made, if an institution is represented by more than one member, one individual will be considered the “designated representative” and will receive and respond to formal GWIMS correspondence. Other persons appointed from an institution will be known as “additional” members.

### How to Join

Membership in GWIMS includes two categories: designated representatives and additional members. The figure below contains information on the nomination process for each of the positions, along with specific expectations of these positions. Want more information on the differences between these roles? Feel free to check out the [About GWIMS page](#).

## Designated Representatives

**Nomination:** The deans of medical school members and chief executives of Council of Teaching Hospital (COH) members are invited to designate one individual per organization to serve as the GWIMS designated representative. Individuals replacing a designated representative may email the notification to [gwims@aamc.org](mailto:gwims@aamc.org) and copy the dean and dean’s assistants.

**Expectations:**

- The selected individual serves as the main point of contact for official correspondence from the AAMC.
- This individual is also responsible for responding to and coordinating with data and information collection efforts, when applicable, from the AAMC. This may include coordination with Faculty Roster Representatives and other surveys fielded by the AAMC.

## Additional Representatives

**Nomination:** This is an open membership, so either the deans and CEOs of member organizations can put forth the names of additional members or individuals can self-nominate by emailing [gwims@aamc.org](mailto:gwims@aamc.org).

**Expectations:** Additional representatives work in conjunction with the dean- designated GWIMS representative at their institution to further advocacy efforts on their local campus.

## How to Find Your Designated Representative

Members may access information on their institution's designated GWIMS representatives by visiting the [GWIMS homepage](#). After signing into your AAMC account, you have the ability to search the GWIMS Membership Directory for individual members by last name, state, institution, or region.

### Looking up Your Designated Representative

1. Visit the GWIMS homepage at [www.aamc.org/members/gwims](http://www.aamc.org/members/gwims).
2. In the upper right hand corner, click "Sign In." If you do not know your AAMC username, follow the instructions on the dialog box for requesting an AAMC login.
3. Once you sign in, a link to the GWIMS Membership Directory will appear in the right-side navigation bar. Click on this link, and the entire list of GWIMS members will appear.
4. Click the link to Group Directory that is located on the left, and a selection search option will appear.
5. From the Position pull-down menu, select "Designated Medical School Representative."
6. Type in your organization's full name into the Organization Name box.
7. Click on "Search."

### Looking up All GWIMS Representatives at Your Institution

1. Follow Steps 1–4 above.
2. Click on "Other Search Options" above the first member name.
3. Make sure the Position field is empty.
4. Type your organization's full name into the Organization Name box.
5. Click on "Search."

## How to Get Involved with GWIMS

There are a variety of ways to engage with GWIMS, whether you are an experienced, long-time member or new to the group. Here are a few ways to becoming more engaged with GWIMS:

- Connect with other GWIMS on your campus and at local institutions. Visit the [GWIMS Membership Directory](#) to find more information on GWIMS members at or near your local institution.
- Contribute to GWIMS's social media content #gwims. Access the latest articles related to women in medicine and science [here](#).
- Attend GWIMSConnect at Learn Serve Lead: The AAMC Annual Meeting. Learn more about the meeting [here](#).
- Send us your programs, awards, and announcements pertaining to women physicians and scientists at [gwims@aamc.org](mailto:gwims@aamc.org) to be posted on the GWIMS Listserve.
- Join a subcommittee or run for the steering committee. Find out more about GWIMS leadership on the [GWIMS Leadership webpage](#).
- Conduct research on women physicians and scientists using AAMC data. Have questions on how to use AAMC data? Visit the [Data and Analysis webpage](#) or fill out the Data Request Form [here](#).
- Nominate someone for the GWIMS Leadership Award. Find information on the process and learn about our past winners [here](#).
- Submit a poster for our Learn Serve Lead annual Poster Session. Find information on our call for poster abstracts [here](#).
- Submit sessions about women in academic medicine to other AAMC professional development conferences.
- Suggest toolkit proposals to the Project Development Subcommittee. View the GWIMS toolkit series [here](#).
- Nominate women faculty for for the Early and Mid-Career Women Faculty Professional Development Seminars. Find out more information on these professional development seminars on the [GWIMS webpage here](#).

### Ways to Be a GWIMS Member on Your Campus

- Encourage mentorship for women faculty.
- Locate your campus WIMS office (if you have one).
- Find the other GWIMS members on your campus (see the section on looking up representatives above).
- Create a supportive environment for women faculty.
- Form alliances with other campus advocates.
- Distribute relevant research about women in academic medicine.
  - Learn how to pull your benchmark data.
- Give visibility to women's issues or barriers in academic medicine.
- Encourage leadership to take unconscious bias training.



## Legal, LCME, and Policy Resources for Gender Equity

### Diversity and LCME

The Liaison Committee on Medical Education (LCME), earlier this year, issued Standard 3.3 Diversity/Pipeline Programs and Partnerships, in a crucial effort to foster diversity throughout the medical learning environment. As a part of attaining and sustaining accreditation of medical education programs leading to the MD degree, this standard expressly states:

*A medical school has effective policies and practices in place, and engages in ongoing, systematic, and focused recruitment and retention activities, to achieve mission-appropriate diversity outcomes among its students, faculty, senior administrative staff, and other relevant members of its academic community. These activities include the use of programs and/or partnerships aimed at achieving diversity among qualified applicants for medical school admission and the evaluation of program and partnership outcomes.*

Medical schools must now demonstrate and evaluate ongoing institutional systemic efforts to recruit and retain diverse students, faculty, and senior administrative staff to satisfy this most recent addition to LCME standards.

### How to Leverage for Support of WIMS Activities

1. Ensure that the strategic vision of the group, as well as mission statement and organizational goals, ties in with the larger goals of your institution, faculty affairs office, leadership mission statements, and LCME diversity program standards.
2. Use the [GWIMS Benchmarking Data Tables](#) to see how your institution compares with other AAMC-member institutions nationally. Share this information with allies and leadership throughout your institution.
3. Work with allied colleagues to create a list of potential WIMS activities that would be successful at your campus. Detail what a successful event would look like for your WIMS organization (how many participants, content delivery, outcomes of the event). When you meet your goals for a successful event, share that information with decision makers at your campus.
4. Provide faculty members with information about other successful WIMS organizations at AAMC-member institutions.
5. Share information on processes that have been successful at advancing women in the business sector, and find ways to apply some of those practices to the organizational processes at your local campus.

### Title IX Information

Title IX of the Education Amendments of 1972, prohibits sex-based discrimination, regardless of an individual's real or perceived sex, in educational programs or activities that receive federal funding. In short, Title IX explicitly states:

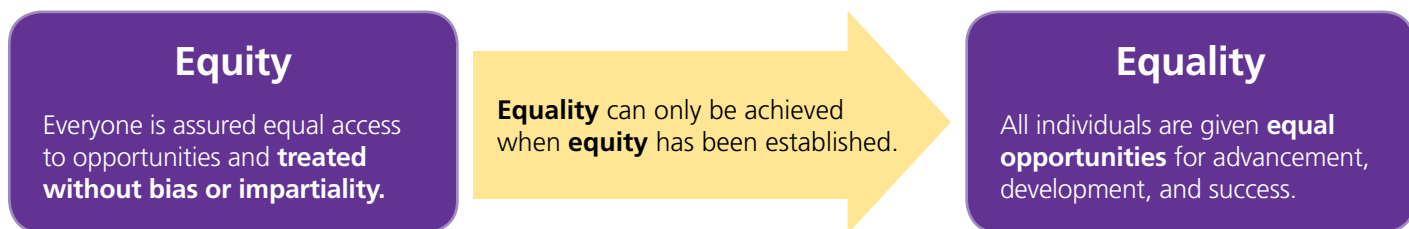
*No person in the United States shall, on the basis of sex, be excluded from participants in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.*

Title IX mandates that women are given equal opportunities and access to pursue science, technology, engineering, and math (STEM). The law also extends into equitable compensation practices, career advancement opportunities, and recruitment strategies. The U.S. Department of Education Office for Civil Rights has outlined that educational institutions receiving federal financial assistances are prohibited from enforcing policies that make distinctions on the basis of sex in rates of pay or allocation of aspects of an individual's total compensation and are prohibited from engaging in practices that limit access to career counseling and guidance, admissions, recruitment, and retention practices.

## Gender Equity

In the current state of academic medicine, women are marginalized through nuanced mechanisms of gender discrimination at the individual and institutional level. Discriminatory practices that limit women’s roles in the medical academic field include but are not limited to microaggressions, lack of mentorship and sponsorship, lack of women in leadership positions, mistreatment and harassment, hegemonic hierarchical organizational structures, lack of women serving on search committees, the common conflation of familial issues with women’s issues, stereotype threats, and unconscious bias.

By reflecting upon individual and organizational practices, we can create steps that we can take as individuals and larger institutions to ensure that we are fostering equitable practices that can lead to equality and an understanding environment for one another.



### Taking Action

At the individual level, you can do the following:

- Reflect on how we use the term “women” and ensure that our usage of the term includes experiences had by women in marginalized communities.
- Recognize any personal practices that may be reinforcing the gender binary.
- Undergo advocacy training to determine the best practices and ways you can play an active role in creating an inclusive and supportive climate at your institution.
- Work with male colleagues to get more male advocates engaged with your local WIMS office.

At the institutional level, the following practices should take place:

- Forming equitable/diverse search committees
- Recruiting equitable/diverse speakers for events and informational meetings
- Establishing clear expectations for promotion
- Offering pathways for promotion/administrative leadership/deanship
- Providing opportunities for professional development
- Planning reentry into faculty positions
- Providing equitable and diverse networking opportunities
- Providing mentorship training and agreements
- Offering career planning
- Developing WIMS/Diversity Offices
- Clear reporting information and pathways
- Devising career reentry strategies
- Rewarding/acknowledging institutions that make efforts to expand equity standards
- Rewarding/acknowledging women’s accomplishments in academic medicine
- Issuing institutional statements of diversity and equality.

By reflecting upon and enacting these and other practices that parallel these efforts, we can develop a climate in the academic medical community that allows for a holistic understanding of identities and fosters an environment of unbiased treatment and support. Patients, learners, faculty, and administrators throughout the medical community would benefit from an equitable environment that allows for the awareness of a variety of pluralistic and intersectional identities and allows for an engaging alliance of inclusivity, diversity, and mutual respect.

Want more information on gender equity? Visit the GWIMS equity toolkit [here](#).



## Overview of Online AAMC Resources

### Salary Resources

The AAMC currently offers our constituents a variety of salary resources, which GWIMS is looking to expand. GWIMS is working to produce a hub of salary information on our webpage that would provide more accessible information on faculty salary, compensation, and salary negotiation information. The results of this effort should be made available to our constituents in the coming months, so look for more information on our progress through the GWIMS Listserve. If you have any questions on the resources listed below please let us know at [gwims@aamc.org](mailto:gwims@aamc.org).

#### **AAMC Salary Reports and Surveys**

##### [AAMC Faculty Salary Survey Reports \(FSSR\)](#)

The annual Faculty Salary Survey Reports (FSSR) are available on the AAMC website to AAMC members. The FSSR is the AAMC's review of full-time medical school faculty compensation. This report presents the total compensation attributable to teaching, patient care, and research for 101,945 full-time faculty at 140 medical schools. The data in this report is broken down in a variety of ways including department/specialty type, rank, subspecialties, region, etc. *You must be signed in to your AAMC account to view this content.*

##### [AAMC Report on Medical School Faculty Salaries \(publication\)](#)

The AAMC also produces an annual Report on Medical School Faculty Salaries that anyone may purchase through the AAMC Publications webpage [here](#). The Report on Medical School Faculty Salaries includes information on total compensation statistics for six faculty ranks in 88 departments/specialties, information on total compensation attributed to various mission areas, and a breakdown of the percentile salary for combinations of faculty rank and department/specialty.

#### **Requesting Individual Salary Information from the AAMC**

A variety of individuals at each medical school have access to the FSSR on the AAMC's website. Depending on your role and access level, you may or may not have access to these reports. To access the Faculty Salary Survey Reports:

1. Visit the AAMC homepage at [www.aamc.org](http://www.aamc.org) and sign in, clicking the link in the top-right corner.
2. Visit the FSSR homepage at <https://services.aamc.org/fssreports/menu.cfm>. (\*If you do not have access to the report, see below.)
3. FSSR tables will be displayed by year.
4. After selecting a report, you will have the option to look at salary tables by department, MD/PhD, region, basic science versus clinical, and other demographic variables. Please look carefully at which report you are selecting to ensure you are receiving the correct benchmarks.

\* Email Fan Wang at [fwang@aamc.org](mailto:fwang@aamc.org) to get access to the reports or to pull a salary range for your specialty and rank.

#### **GWIMS Resource for Salary Negotiation**

[Strategies for Cultivating Career Satisfaction and Success Through Negotiation](#) by Martha Gulati, MD, MS; Reshma Jaggi, MD, DPhil; and Rochelle DeCastro Jones, MS

This GWIMS toolkit delineates various approaches to negotiation and explores concepts such as "positional bargaining" and "principled negotiation." It includes experiences described by other academic medical faculty regarding negotiation, explanations of how gender affects negotiations, and strategies that can optimize effective negotiation strategies. The toolkit can be found on the GWIMS website.

Access all the GWIMS toolkits [here](#) on the GWIMS webpage.

## Faculty Roster Information

Historically, GWIMS has administered the WIMS Benchmarking Survey to collect information on women students, residents, faculty, and leaders. This information is invaluable to track longitudinal changes over time and continue to advocate for women's advancement in academic medicine. After analyzing the survey, we found that most of the information collected in the WIMS Benchmarking Survey is already being collected in the AAMC's Faculty Roster. Numbers on women students, residents, and faculty will continue to be collected through the GME Track data collection and the Faculty Roster Survey. Each institution has a Faculty Roster representative who reports information annually. The AAMC will still publish the numbers and proportions of women applicants, matriculates, graduates, students, residents, and faculty using the Faculty Roster biennially.

We encourage each of our members to work alongside their Faculty Roster representatives to ensure that gender data are collected on administrative roles throughout AAMC-member institutions. Find more information on who your institution's Faculty Roster representative is by visiting the Faculty Roster webpage linked [here](#) and the Member Directory for Faculty Roster representatives.

## AAMC Meetings

### [Early Career Women Faculty Professional Development Seminar](#)

This 3½-day seminar is designed for women physicians and scientists holding medical school appointments at the instructor or assistant professor level and who are in the early stages of leadership positions within their discipline, department, or institution. Seminar attendees develop academic medicine career-building skills and employ strategic thinking about their career development. Leadership topics are also covered.

### [Mid-Career Women Faculty Professional Development Seminar](#)

This professional development seminar focuses on women physicians and scientists holding medical school appointments at the associate professor level and holding leadership positions within their discipline, department, or institution. The seminar's 3½-day curriculum is designed to provide mid-career faculty with the knowledge and skills required to continue advancing to leadership roles in academic medicine. This intensive seminar covers a variety of leadership topics and emphasizes the skills related to the effective formation and use of teams.

### [Learn Serve Lead: The AAMC Annual Meeting](#)

Learn Serve Lead: The AAMC Annual Meeting is the signature learning and networking event for people influencing decisions and advocating change in academic medicine. Current and future leaders will gather for the opportunity to LEARN together, identify ways to better SERVE our communities, and LEAD the change that is needed to improve the health of all.

## Campus WIMS Offices/Programs

Find out about events, organizational strategies, and thought leaders at WIMS offices nationwide by visiting the Local WIMS Offices page on the GWIMS webpage [here](#). (This is not an exhaustive list, but it includes each WIMS office webpage collected in the 2015 GWIMS Member Engagement Survey.)

## Recommended Reading

### [The Academic Medicine Collection on Women in Medicine and Science](#)

We invite you to browse this collection of articles and reports published in *Academic Medicine* that is focused on the careers, advancement, mentoring, and leadership of women at medical schools.

### [GWIMS Recommended Reading](#)

GWIMS has gathered together resources that we find helpful to understanding and creating actionable steps toward advancing the GWIMS mission. Feel free to access our list of recommended reading on the GWIMS webpage [here](#).

## Structure of the AAMC

The AAMC supports a number of professional development groups—including the Group on Women in Medicine and Science (GWIMS)—for individuals in leadership positions at member medical schools, teaching hospitals, and academic societies. AAMC professional development groups foster growth and leadership skills and provide opportunities for networking and information sharing. Want to find out more about AAMC professional development groups? Visit the webpages for each group linked in the list below or visit the AAMC member center webpage [here](#).

[Group on Diversity and Inclusion \(GDI\)](#)

[Group on Educational Affairs \(GEA\)](#)

[Group on Faculty Affairs \(GFA\)](#)

[Group on Resident Affairs \(GRA\)](#)

[Group for Research Advancement and Development \(GRAND\)](#)

[Graduate Research, Education, and Training \(GREAT\) Group](#)

[Group on Faculty Practice \(GFP\)](#)

[Group on Business Affairs \(GBA\)](#)

[Group on Institutional Advancement \(GIA\)](#)

[Group on Institutional Planning \(GIP\)](#)

[Group on Information Resources \(GIR\)](#)

[Group on Regional Medical Campuses \(GRMC\)](#)

[Government Relations Representatives \(GRR\)](#)

[Group on Student Affairs \(GSA\)](#)

[Chief Medical Officers Group \(CMOG\)](#)

[Compliance Officers' Forum \(COF\)](#)

[Forum on Conflict of Interest in Academe \(FOCI\)](#)



## New WIMS Office Leader Resources

This section of the GWIMS member resource is for those WIMS office/organizational leaders who may be starting a new WIMS office or are looking to expand and revitalize their current programming. The resources and topics covered in this section are included as a means of enriching WIMS programming, expanding your membership's networking opportunities and capabilities, and offering ideas and strategies that have been successful for the members of our GWIMS Steering Committee and Project Development Subcommittee in expanding their WIMS presence at their individual institutions.

### [How to Start and Maintain a Robust WIMS Organization](#) *by Julie L. Wei and Paige C. Geiger*

This toolkit offers information on how to create sustainability when organizing your WIMS office, methods of instilling institutional buy-in, and crafting programming that maximizes participation from membership throughout your institution. It covers the essential elements of organizing a sustainable WIMS office.

### [Understanding the Roles and Responsibilities of GWIMS Members: What Do Colleagues and Institutions Expect from Additional and Designated Members?](#)

**Designated Representatives.** All designated representatives are expected to attend the annual AAMC meeting and, ideally, GWIMS functions. All representatives should be institutional leaders in advocating for issues pertaining specifically to women faculty and should be in contact with and attend meetings for their local women faculty group or organization. These representatives should be a visible resource to new women faculty who have questions regarding GWIMS membership, projects, and offerings. Designated representatives are the key points of contact for the AAMC GWIMS staff.

**Additional Members.** All additional members are expected to work in collaboration with designated representatives to expand their office's reach throughout their campus and to increase their visibility to all faculty. These constituencies expect members to be informed about GWIMS activity and to alert them to important messaging and/or resources that the GWIMS community offers and/or promotes.

### External Resources

Listed below are resources outside the AAMC that work in parallel spaces, such as specialty society groups, women in STEM programming, and other organizations focusing on advancing women into leadership positions. These are included as suggestions and potential resources for your local WIMS organization.

[Women's Specialty Societies Groups](#)

[Lean In](#)

[Catalyst](#)

[Association for Women in Science](#)

[American Medical Women's Association](#)

[MomDocFamily](#)

## Keys to Success for WIMS Groups and GWIMS Representatives

### Success for GWIMS Representatives

- Understand your role and responsibilities within the institution and on a national level.
- Connect with women faculty members and leaders within your institution—networking is essential. Attempting to “go it alone” isolates your group from potential partnerships and an expansive advocacy base.
- Recognize and engage with the resources that GWIMS provides to enrich your potential. Find out what resources are already out there; don’t attempt to remake the wheel.
- Avoid “selective” listening- don’t limit yourself to following the advice of those who are like-minded. Listen to supporters and opposition to find in-roads and ways of building bridges between your goals and those around you.

### Success for WIMS Groups

- Identify and garner support of key stakeholders (including men and those involved in other diversity efforts and groups).
- Ensure effective communication regarding reasons the group’s goals, objectives, and future planning.
- Establish strategic priorities.
- Include key constituents. Seek out the membership of those in power who openly support the goals of your group.
- Understand that change requires adequate funding/support.
- Do not underestimate the resources needed to accomplish goals.
- Know your audience, recognize the needs of your group’s membership, and open the lines of communication to find underlying themes in the needs of those in your group.
- Have a predetermined plan and outline of your group’s goals, then develop programming that achieves those goals. A well-organized and specific plan is essential to crafting meaningful and effective programming.
- Incorporate the metrics of success into your group’s goals.
- Publicize your group’s successes. Let stakeholders, members, and partners know when your group has achieved a milestone, held a well-attended event, or secured funding.

## How to Identify Internal Institutional Stake Holders and Potential Partners at Your Institution

- Identify as potential champions departments that have done this well. Learn what they have done that works. Enlist their support.
- Get involved with your institution’s WIMS office. This is a great place to start. If your institution does not have a WIMS office, you may want to look to your Diversity and Inclusion Office, as well as your university’s women’s groups. Attending events is an easy way to meet other individuals interested in gender equity and career advancement, as well as institutional leaders who are committed to supporting women in the workplace. Moreover, once you’ve become a member engaged in the group’s activities, you might have the opportunity to join the office’s advisory board (if there is one), which opens up a whole other avenue to meet and partner with institutional stake holders.
- Offer to give a presentation at faculty/leadership meetings. Invite those who are interested to contact you.
- Discuss with institutional leaders in the Faculty Affairs and Diversity Offices.
- Host an event such as a “Brown Bag” lunch or “Open House.”