

# “ The Leadership Path for WOC-Life After Tenure”

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# Introduction

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- ❑ Women of Color and the Imperative for Change
  - ❑ Access, Diversity and Inclusion Model
  - ❑ Old and New Pathways to Leadership
  - ❑ Continued Challenges to Women's Leadership
  - ❑ Overcoming Those Challenges
  - ❑ The Way Forward- Some Strategies
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# WOC and the National Imperative for Change

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- ❑ Changing Demographics
  - ❑ Title IX at 41
  - ❑ Women of Color in Politics
  - ❑ Women of Color in Corporate World
  - ❑ Women of Color and Globalization
  - ❑ Women of Color as Catalysts and Levers of U.S. Societal and Educational Change
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# Access, Diversity and *Inclusion*

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- In 1972 Title IX of the Higher Education Act was passed. It prohibits the discrimination on the basis of gender in all federally funded education programs
  - In 1978 for the first time, more women than men enter college:
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# Access, Diversity and Inclusion

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- Recognition that more professional positions will require post secondary training (Obama 2011) .
  - More diverse populations of Americans ( women of color) than ever before are going to college, professional schools and getting Doctorates.
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# Access and Diversity

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- ❑ A large generation Y and “generation next” population will be fueling future enrollment.
  - ❑ Rising immigration numbers will boost campus populations this decade .
  - ❑ Older students are going to colleges and universities in greater numbers than ever before. (Carnevale and Fry 2012).
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# Access, Diversity and Inclusion

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- ❑ Despite the good news about the growing potential number of women and minority students projected to attend college by 2015, the playing field is still not level for them or for you!.
  - ❑ WOC , should play a unique role both as role models for the diverse student populations and as **critical change agents .We are the change we want to see!-GHANDI**
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# Pathways to Leadership

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- Traditional
  - Non-traditional
  - Reframing Leadership Pathways
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# Reframing Leadership Pathways

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- ❑ Learn to make the double bind work for you
  - ❑ Understand how power is used and distributed- Organizational culture
  - ❑ Role of policies- “Use what we have”  
(Dr. Shirley Malcom)
    - Stand Our Ground Report
    - Prop 209 interpretation
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# Continued Challenges to Women of Color's Leadership

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- Institutional:
    - **a problematic hiring and tenure process.(micro-aggressions, crit. Mass)**
    - **the caste-like relationship between senior and junior faculty .**
    - **the difference in culture between the faculty and administrative provinces of academe . (Often where women of color live!)**
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# Challenges to Leadership

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## □ **Institutional:**

- **Unfriendly Family Policies-** even when you use them, are treated differently. Culture shift has not happened
  
  - **Inhospitable environment** for all women and men of color on predominately white campuses. ( departmental level-presumed incompetent. Look at new book)
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# Overcoming Challenges

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## **Institutional Survival Strategies**

- **Choose the right place! Mission and Values matter**
  - **Know policies on departmental initiatives and priorities.** Read the small print, and ask questions!
  - **Develop a tenure plan/ career plan**
    - Thinking of your position as a career allows you to plan each of the stages.
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# Overcoming Barriers

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## Institutional

- **Make it a priority to develop and stay in contact with a supportive network of colleagues inside and outside your department.**
  - **Finding and working with a mentor/sponsor/champion can be another crucial element in moving toward leadership status.**
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# Overcoming Barriers

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## □ Personal

- **start by deliberately mapping the steps to the goal .** ( Be strategic-will not happen overnight- allies?)
  - **Make it a point to develop and demonstrate critical leadership skills early in your career.** (strategic opportunities-EWS-Cal Poly ex.)
  - **Take calculated risks** (CCNY ex.)
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# Overcoming Challenges

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## □ Personal Career Strategies

- **Be Self-confident about your vision.** (Outsider status gives you an advantage-use it)
  - **Be passionate about your work and true to your beliefs.** (Integrity will take you a long way. It is your compass.)
  - **take care of your physical and emotional self.** ( I mean really)
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# The Way Forward

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- ❑ **the path for women, but especially WOC now and in the future will not be easy . Subtle and not so subtle discrimination.** ( Power relations and status Quo is being challenged-really challenged for the first time.)
  - ❑ **Focus should be on transforming our institutions ; nothing more , nothing less.** (Our leadership will move us closer to that shift-dangerous for some)
  - ❑ **Women who want to become academic and engaged leaders will need to overcome :**
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# The Way Forward

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- conservative economic and societal trends.(know assumptions behind them)**
  - backlash against A.A.; and transformative inclusion. (Make Inst. Accountable)**
  - Framing demographic change in a positive way( “The new America”)**
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# The Way Forward

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- **declining higher education budgets – excuse for not changing!** ( does not always take money to do the right thing!)
  - **WOC issues move from the margin to the Center. We must frame the debate.** ( **Lakoff**) our issues are not outliers-speak to the heart of the mission)
  - **We must forge new leadership models that will work in the new academy, workplace and globally.**
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# The Way Forward

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- **We must be** responsible for defining our own goals **and creating the path to reach them.** (Dare to dream of what could be)
  - **We must make connections and collaborate with women across a range of diversity dimensions to create a common agenda...** that is both local and global.
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# The Way Forward

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Finally:

We must share **values and goals with our larger institutions that are targeted toward creating a new kind of leadership that strives for transformational change for all of higher education and for all of society.**

Thank you.

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