TITLE: Building our own table: Strategies for Women of Color

to break the concrete ceiling and move up the leadership ladder

TRACK: Leadership

ABSTRACT OF TOPIC

The number of women in higher ed senior leadership is disproportionately low. Those

numbers are alarmingly lower for women of color. Research shows that gender and race intersect

in higher education such that women of color are disproportionately negatively impacted when it

comes to attaining leadership roles. 86 percent of administrators are white, seven percent are

Black, two percent Asian and three percent Latinx. Less than a third of higher ed presidents have

been women, and the majority of them have been white women. Among faculty members, white

men occupy the largest numbers of senior positions, and in recent years, white women have

made significantly more gains than women of color. Despite improvements in recruitment and

retention of women of color faculty, we see a concrete ceiling when it comes to meaningful

advancement in higher education careers.

Overview:

The co-presenters hold leadership roles (senior vice provost, associate vice president, and

research center director) and will share how they have leveraged their roles and built bridges

across offices to develop policies and strategies to support the advancement of women of color.

This interactive workshop will present research, share stories and explore strategies to develop

institutional pipelines for women of color to obtain, succeed and thrive in senior leadership roles.

Learning Outcomes:

1. Gain understanding of the research on leadership access for women of color.

2. Gain understanding of how to work across offices to effectively establish the data and
   policy story for your institution

3. Learn how to develop and institute a pipeline for leadership

4. Explore innovative mentoring programs that center pathways to leadership

5. Identify effective networks both internal and external to an institution

Delivery- 45 Minute Interactive Presentation and Discussion

I.   Introduction (4 minutes)

II. The background data (4 minutes)

III. Why do we have these gaps (5 minutes)

    A. Underrepresentation
    B. Lack of access to effective career planning
    C. Gender and racial bias
    D. Culture of compliance, deference

IV. What do we do? (7 minutes)

    A. Connecting policies, practices, organizational culture
    B. The role of leaders
    C. Sponsors and mentors

V. What is the institution's responsibility? (5 minutes)

    A. Empower "Inclusive Excellence"
    B. Align policies and practices

VI. Small group breakouts - strategic visioning exercise (10 minutes)

VII. Large group discussion - sharing our blueprints (10 minutes)

References

Silbert, A., Punty, M., Gonheim, E.B. (Jan. 2022) *The Women's Power Gap at Elite Universities: Scaling the Ivory Tower*. Eos Foundation

Alcalde, M. C., and Subramaniam, M. (2023). *Dismantling Institutional Whiteness: Emerging Forms of Leadership in Higher Education.* Purdue University Press.

Seltzer, R. (June 17, 2017) *[The Slowly Diversifying Presidency](#)*. Chronicle of Higher Education.