

Supporting “The Work” Through Allyship: A Guide for CEO Deans, Supervisors, Administrators and Faculty Allies

A Journey to Shared Equity-Centered Allyship

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Disclosures

- I'm not an expert in anything being discussed!
- Had a lot of help from Clara Okorie Awé – Associate Dean for Diversity, Equity and Inclusion – UIC COP.

Reflecting on my “social location”

Identity Factors

- Caucasian
- Male
- Old-ish
- All the others

Privilege Awareness

- Many other sources of privilege that come with all my social identifiers.



Purpose of presentation

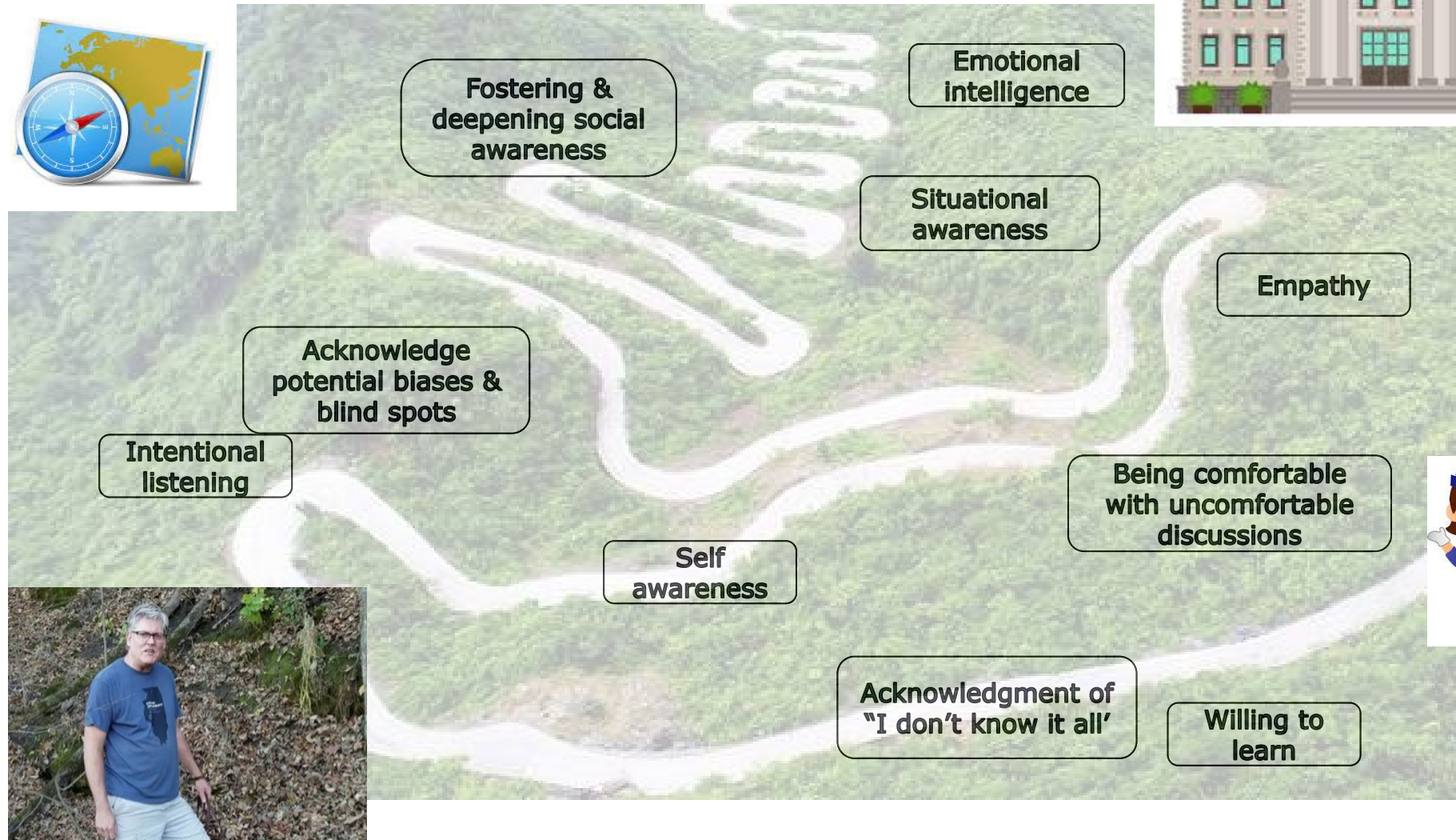
- My Charge:
 - Describe how I have applied allyship as a Dean
 - Maybe something is useful to you
- Confessions: (not necessary all of them)
 - Subtitle of this presentation that allyship is a journey (not the first to use that)
 - I didn't know I was on a journey at first.
 - For me allyship was not so much intentional as it was knee-jerk, and influenced by the environment, and the people around me.

If you knew you were going on a journey

- Gather some data, learn about it
- Decide specifically what you want to do, goals
- Ask for directions, get a guide who can help you
- Learn more along the way



Allyship journey



What does allyship mean to me?

- Initial understanding was that allyship is my advocacy for (only) historical marginalized groups. (many different definitions)
- Questions:
 - Shouldn't I be an ally for everyone?
 - Does this harm or alienate other groups?

What does allyship mean to me?

- Current understanding: Advocacy on issues of inequality. (probably too simplistic)
- Creates an inclusive and equitable environment. This benefits everyone.

Why is it important to me?

- It is about me.
 - I am in a position of power and can make or influence policies, behavior, practices to effect change.
 - This took me a long time to understand
- It is not about me (by definition).
- It is about everyone.
 - Shared and equity centered. Becomes shared pursuit.

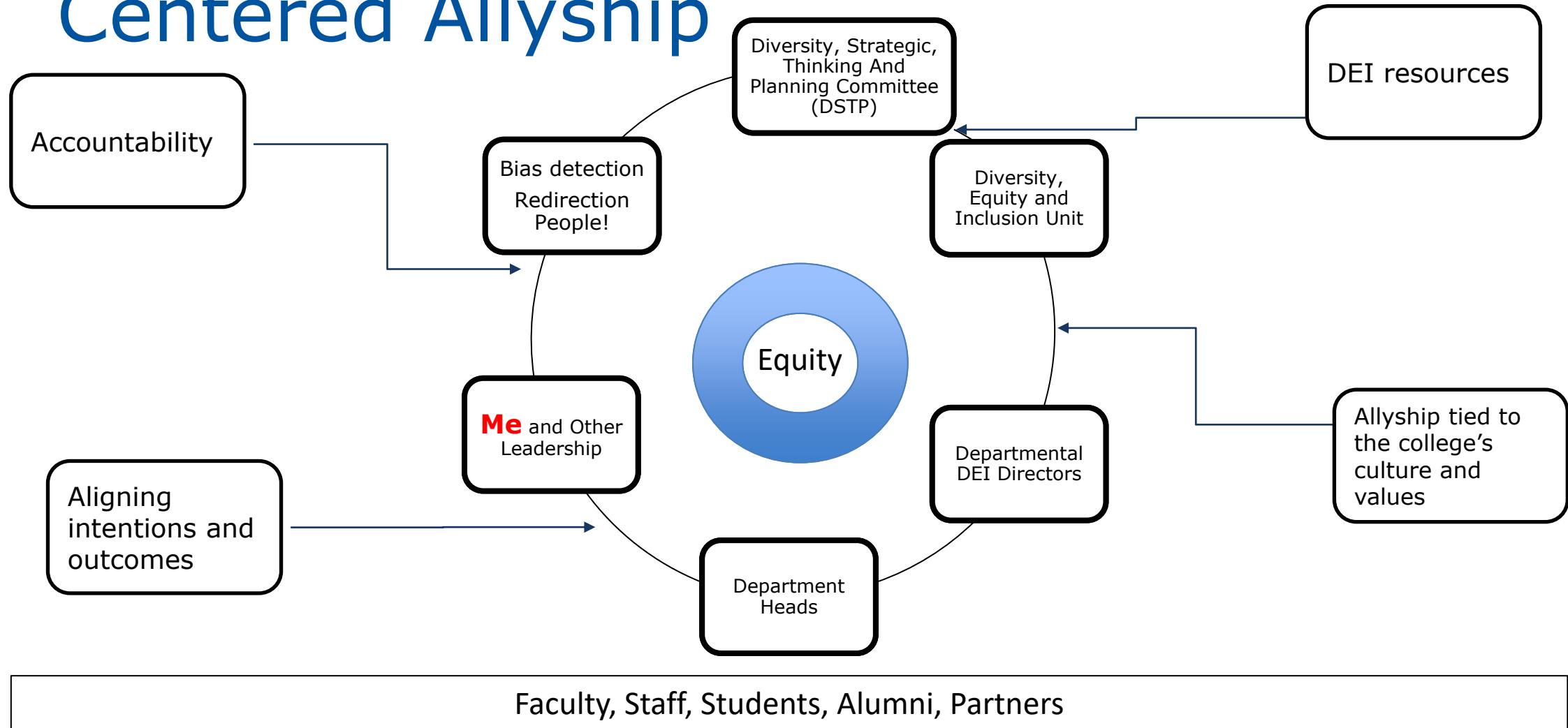
What we did

- Used data to identify inequities
 - Faculty and staff culture survey
 - Salary analysis/comparison to identify inequities
- Set goals/implemented actions to address inequities
 - “Bridge-to-Faculty” program to diversify faculty
 - DSTP Committee DEI strategic plan
 - Departments “Addressing Racial Equity” Plans

What we did

- Created structural norms to promote efforts to ensure equity
 - DEI statement added to P&T dossier
 - Statement in template syllabus on tolerance, respect, equity
- Created infrastructure

Infrastructure for Shared Equity-Centered Allyship



Questions?

