

**The Colorado School of Mines
Mines Men Advocating for Gender Equity
Mission, Objective and Actions**

Mission

We believe the Colorado School of Mines should be an institution in which everyone is empowered to achieve their maximum personal and professional potential. Gender inequity creates systemic disadvantages for women community members and is incompatible with this belief. As Mines Men Advocating for Gender Equity, we embrace our individual and collective responsibilities for taking action to address gender inequity: by operating transparently and in support of women colleagues; by educating ourselves and men colleagues; and by standing up and speaking out against gender inequity wherever it exists within our institution.

Objectives & Actions

- 1. Align: As Mines Men Advocating for Gender Equity, we will operate reflectively, transparently, and with accountability to women colleagues.**
 - 1.1. We will communicate openly and on a regular basis with the Women's Advisory Board to ensure our activities align with their goals and priorities.
 - 1.1.1. Principle: Our activities will directly engage or leverage ongoing activities, rather than duplicate them or operating independently.
 - 1.1.2. Action: We will communicate in writing about our progress, plans, or assessment and invite feedback, usually within a week of each of our meetings or events.
 - 1.2. We support the Mines DI&A priority focus areas: fostering dialogue, shared responsibility, recruitment, culture of inclusion, retention, rewards & recognition, and data & metrics.
 - 1.3. We will facilitate activities using best-practices of inclusion and reflection.
 - 1.3.1. Principle: We will solicit feedback from various stakeholders and adjust our approach accordingly.
 - 1.3.2. Principle: We invite broad representation of perspectives within our group, subject to the membership priorities of the Women's Advisory Board.
 - 1.3.3. Action: We will dedicate time regularly to reflect on our own practices, communications, and interactions as a group.
 - 1.4. We will project our group commitments and values through campus-wide activities we sponsor and the materials we share.
 - 1.4.1. Action: We will communicate broadly and inclusively our group's goals and activities.

2. Educate: We will strive to inform ourselves and men colleagues about the multiple dimensions of gender inequity and best practices for responding to those various dimensions, particularly as they manifest within the Mines community.

- 2.1. We will educate ourselves on the multiple dimensions of gender inequity, with a focus on academic communities and institutions generally and Mines in particular.
 - 2.1.1. Principle: We will promote a scholarly approach to deliberation and action in response to gender inequity.
 - 2.1.2. Action: We will identify and engage relevant scholarship.
 - 2.1.3. Action: We will coordinate with the Women's Advisory Board to explore the variety of cultural, climate, and practical issues women face at Mines and to identify specific areas for intervention in recruiting and on-boarding, in retention and development, in relation to facilities and resource needs, etc.
 - 2.1.4. Action: We will assist in the curation of relevant campus data and the identification and collection of data needed to improve the Mines culture and climate.
 - 2.1.5. Action: We commit to attend and to encourage others to attend campus diversity-related events wherever possible.
- 2.2. We will implement gender-based inequity awareness-raising programs.
 - 2.2.1. Principle: We will focus our attention on activities targeted toward men at Mines.
 - 2.2.2. Principle: We will attend to predictable areas of resistance to gender-equity initiatives by men colleagues.
 - 2.2.3. Action: We will host pilot gender-equity workshops targeting men colleagues.
 - 2.2.3.1. Fall 2019 to Women's Advisory Board.
 - 2.2.3.2. Fall 2019 to selected men allies.
 - 2.2.3.3. Spring 2020 Two events for men faculty/staff members (open invitation).
 - 2.2.3.4. Fall 2020 Mid-level men administrators group (by invitation).
 - 2.2.4. Action: Generate materials in support of our outreach activities.
 - 2.2.5. Action: Support Mines units in realizing their DI&A Implementation Plans.

3. Impact: We will focus our efforts on impactful actions that demonstrably improve Mines' culture and climate for women community members, thereby advancing our collective interests.

- 3.1. Principle: We will focus our actions in response to our learning from objective 2.
- 3.2. Principle: We will identify measurable outcomes wherever possible and assess our efforts based on those outcomes.
- 3.3. Action: We will attend to and advocate for change in those areas identified as priorities by women colleagues, such as:
 - 3.3.1. Advancement practices (e.g., promotions, tenure, raises, salary, career path);
 - 3.3.2. Underrepresentation of women in academic administration;
 - 3.3.3. Search committee training;
 - 3.3.4. New employee orientation;
 - 3.3.5. Student evaluation standards;
 - 3.3.6. Gender-biases associated with professional salutation;
 - 3.3.7. Feminine hygiene product availability;
 - 3.3.8. DI&A reading group / book club;
 - 3.3.9. Campus-wide communication practices to ensure they are more encompassing
- 3.4. Action: We commit to creating yearly individual action plans to be shared with one another and the Women's Advisory Board.