A Schematic of the Advocates and Allies Program. See below for a detailed description.

Quadrant 1

CALL FOR ADVOCATES AND ALLIES; INSTITUTIONAL ENDORSEMENT

Communicate program components:

* Bring awareness to gender equity gaps and impacts
* Utilize men role models
* Provide opportunities for men-only dialogues
* Engage men in solution-building

Quadrant 2

ADVOCATE-LED GENDER EQUITY ALLY WORKSHOPS

Two-hour workshop:

* National, institutional data
* Privilege, unconscious bias
* Literature on gender equity
* Being an ally
* Ally action plans
* Scenarios
	+ **Allies**: Men faculty who participate in Ally Workshop and are willing to identify themselves as allies for faculty women and gender equity. Allies serve as a pool from which future Advocates can be selected.



Quadrant 3

ADVOCATE GROUP FORMATION FACILITATED BY EXPERIENCED ADVOCATES

* Develop mission, group guidelines, structure
* Identify goals and actions, individual and group
* Explore and develop motivation
* Increase awareness, empathy
	+ **Advocates**: Men faculty with a commitment and interest in supporting women faculty in their department, college, and the university. They offer Ally Workshops and follow up with informal meetings to discuss case studies

Quadrant 4

SELF-SUSTAINING ADVOCATES & ALLIES PROGRAM

* Ongoing education for Advocates and allies
* Develop bias interruption skills
* Maintain accountability to women colleagues
* Develop and offer Ally Workshops