



Oregon State ADVANCE Seminar

Description

The Oregon State ADVANCE Seminar asks participants to engage in personal reflection about their own location in relation to power and privilege, and it challenges them to examine how their disciplines have been constructed in ways that reproduce hierarchy and dominance. It further provides opportunities to explore structural inequities within the university and to imagine a transformed future in which institutional structures and personal behaviors are both professionally and personally life-affirming for people across their differences. Specifically, the seminar addresses the need for ideological changes across the university by challenging the dominant gender paradigms and offering alternative ideologies of gender equality.

Seminar Learning Outcomes

Through the systems of oppression lens, participants will:

- Analyze how difference (gender, race, social class, sexual identity, age, ability, religion) works in higher education.
- Explain how difference works at OSU and in your unit.
- Critically evaluate STEM cultures through lenses of difference.
- Critically examine what you value and what you do in professional settings with specific attention to difference and the difference difference makes.
- **Specifically for administrators:** Apply understandings of difference to the work you do in budgeting, planning, recruiting, retaining, promoting, supervising, evaluating, and mentoring (among other things).
- **Specifically for faculty:** Be responsive to how difference plays out among your students and colleagues.

Seminar Schedule

Week 1

- Day 1: Welcome and Introductions
- Day 2: Understanding Bias and Analyzing Oppressions
- Day 3: Sex, Gender, Sexism, Gender Identity, Transphobia, and Cisgenderism
- Day 4: Race, Racism, Ethnocentrism, and Nativism
 - Social Justice Tour
- Day 5: Class and Classism

Week 2

- Day 6: Ability, Disability, and Ableism
- Day 7: Religious Difference and Religious Discrimination
- Day 8: Sexual Identity, Homophobia, and Heterosexism
- Day 9: Reconciliation and Coalition-Building