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VISIONING – ARC CONVENING

Take 10 minutes to individually and in writing respond to the following prompts. Think about your ideal network:

1. What does it feel like when the group (colleagues/peers) works together?

2. What does it look like when members (colleagues/peers) support each other?

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CASE STUDY - ARC CONVENING

The university ADVANCE grant is in its third year of implementation. The initial ADVANCE team composition has evolved. In an effort to diversify the project team, new team members have been added who include teaching professors and front-line staff members from groups under-represented among tenure-track faculty.

At the recently completed third year site visit, the NSF site visitors recommended that the project apply an intersectional frame to address hierarchy and power imbalances within the group. For example, NSF site visitors noted that newer team members rarely spoke and it wasn't clear how well they had been integrated into the project team.

To illustrate their concerns, the site visitors provided the following quote from a newly added ADVANCE team member in their report: *"I would also say part of listening and observing is you have to be in the room. You have to be at the table when those conversations are happening. And part of it—you know, part of those things, you don't always get invited to those situations. [...] [Y]ou know, you have to have a seat at the table. And sometimes you have to bring your own chair. But you don't get offered a chair so you just stand on the table. So, in that way, saying you might not have the opportunities extended to you. But sometimes you have to find a way to get yourself there."*

What specific techniques to **connect, vision, and prioritize** can the ADVANCE team implement to address the power imbalance, provide equitable recognition, and ensure that all voices contribute to the project?

1. Design a **connect activity** to demonstrate everyone's contributions to the project.
2. Design a **vision activity** to illustrate spheres of influence among different project team members.
3. Design a **prioritization exercise** to create group-level commitment to the ADVANCE project goals.

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MINUTE PAPERS – ARC CONVENING

Please respond to the following questions to help us continue to develop this workshop

1. What worked about the process?

2. What could be done to make things work better?

3. What unanswered questions do you have?