

# The Heavy Lift of Institutional Change:

## *Cultivating Strategies for Equity*

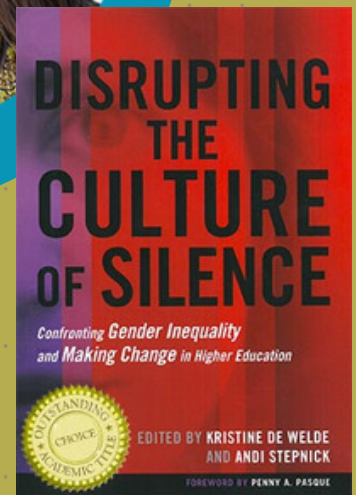
Dr. Kris De Welde, Director & Professor of Women's and Gender Studies and Professor of Sociology at College of Charleston

Wednesday, April 11  
3:30 - 5:00 pm  
Kresge Art Center,  
Room 108



Dr. Kris De Welde's remarks will focus on key patterns of systemic and intersectional inequities in higher education as well as strategies for overcoming the exclusionary practices, inequitable policies, and micro-level biases that leverage unequal outcomes in faculty careers. Drawing on her co-edited/co-authored book with Dr. Andi Stepnick, "Disrupting the Culture of Silence," she will provide insight on the varying levels of academic life – structural, cultural, climate – that must be addressed for lasting organizational change to occur.

*"Disrupting the Culture of Silence" will be available for purchase at the event.*



*Co-sponsors: Academic Advancement Network, College of Agriculture and Natural Resources, College of Communication Arts and Sciences, College of Natural Science, College of Social Science, James Madison College, Lyman Briggs College, Office of the Executive Vice President for Administrative Services, Office for Inclusion and Intercultural Initiatives*



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