

Equity Advocate Nomination Form

We seek nominees for the MSU Equity Advocate program. Equity Advocates serve the campus community by actively contributing to the institutional transformation of MSU by promoting and enhancing fairness, diversity, equity, and inclusiveness for all faculty and staff. Self-nominations are encouraged.

- An Equity Advocate possesses good listening and excellent communication skills.
- An Equity Advocate position provides a rich networking opportunity for faculty and staff and is viewed as *highly valuable service by the Provost and all Deans*.
- An Equity Advocate is provided training and must commit to the position for at least one year.
- Any full time employee (Tenure Track, Non Tenure Track, and Staff) may serve as an Equity Advocate.

Time Commitment: Advocates will prepare for their responsibilities by attending one training and one orientation session (lunch and refreshments provided). Thereafter, an Advocate will serve on an as-needed basis; time commitment will vary, but will be kept to a minimum. Every effort will be made to keep responsibilities balanced among the pool of Equity Advocates. Between 20-30 Advocates will serve in any one year. Additional training may be provided as needed.

Responsibilities may include:

- Being available for people who need to talk about their equity concerns and experiences in an informal, non-judgmental setting—analogue to the “safe zone” members available to GLBTQ campus community.
- Attending 1-2 search committee orientation meetings with HR, if needed.
- Serving as a resource for some search committees throughout the search process.
- Helping departments/units with few women or minorities put together diverse search and Promotion & Tenure committees to recruit and retain diverse faculty and staff.
- Promoting the values of inclusion and diversity embodied in the President’s Commission on the Status of University Women, the MSU Strategic Plan, and the ADVANCE Project TRACS.
- Being informed on equality related policies, procedures, and resources on campus.
- Review Annual Department Head Self Studies
- Other duties as assigned

Name of Individual Submitting Nominations: _____

Department: _____

Please nominate up to 2 people per department for consideration:

Name: _____ Ph: _____ Email: _____

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Please return this form to ADVANCE Project TRACS at ADVANCE@montana.edu or 319 Leon Johnson Hall. The Equity Advocate Program is co-led by the Office of the Vice President for Administration, ADVANCE Project TRACS, the President’s Commission on the Status of University Women, the Office of Institutional Equity, and the Center for Faculty Excellence.