

***Seeing Bias, Feeling Bias,  
Interrupting Bias:  
Theatre and Institutional Change***

**Sara Armstrong, PhD**  
Director, CRLT Theatre Program



# CRLT

Center for Research on Learning and Teaching

Consultations ▾

Programs & Services ▾

Resources & Publications ▾

Grants & Awards ▾

CRLT-Engin

CRLT Players



## University of Michigan Provost's Teaching Innovation Prize



Barry Belmont



Shahnaz Broucek



Jesse Hoffnung-Garskof



Colleen Seifert



Megan Tompkins-Stange

**CRLT congratulates the five faculty members who recently received the Provost's Teaching Innovation Prize.**

[Home](#)

[CRLT Blog](#)

[Active Learning](#)

[Diversity & Inclusion](#)

[Teaching with Technology](#)

[Assessment & Evaluation](#)

**ABOUT**

about ADVANCE

**PROGRAMS**

programs & workshops

**STRIDE**

faculty recruitment

**FUNDING**

funding opportunities

**RESEARCH & EVALUATION**

research & evaluation

**RESOURCES**

for chairs, deans & faculty

MISSION

LEADERSHIP & STAFF

STANDING COMMITTEES



## Newly Released Report on Institutional Indicators of Faculty Diversity

The University of Michigan ADVANCE Program aims to improve our campus environment for faculty in four general areas: recruitment, retention, leadership and climate. It assesses the campus climate through a series of campus-wide faculty surveys as well as individualized assessments of schools and departments. The program also collects and reports on annual indicator data about the state of the faculty at UM. The 2017 annual indicator report is now available.

[READ THE REPORTS HERE](#)

# CRLT

Center for Research on Learning and Teaching

[Home](#)

[About the Players](#)

[Sketches and Other Services](#)

[Booking the Players](#)

[FAQs](#)

[CRLT Home](#)



*The CRLT*  
**PLAYERS**  
UM CENTER FOR RESEARCH ON  
LEARNING AND TEACHING

USING THEATRE TO ENHANCE TEACHING AND LEARNING  
AND IMPROVE INSTITUTIONAL CLIMATE

## A Great Start to the 2017-18 Season



[Submit an Inquiry](#)



[Plan for Your Performance](#)



[Articles about our work](#)

# Session Objectives

- Identify ways that gender bias and inequity manifest in a range of academic contexts
- Consider common barriers to effectively addressing gender bias and the underrepresentation of women in the academy
- Brainstorm strategies to address gender bias in professional workspaces
- Model the way that we use theatre as a tool for culture change

# Session Activities

- Theatrical vignettes
- Individual reflection
- Partnered and small group discussion
- Full group debrief

# Invitations to Interaction

- Step up. Step back.
- Recognize a range of positionalities.
- Cultivate a care-ful space.



# “A Sustainable Situation”

## As you watch...

Identify any concerns you have about the way in which the candidate for tenure is being evaluated.



# “Let’s Turn to His Evaluations”

## As you watch...

Identify any concerns you have about the way in which the candidate for tenure is being evaluated.

# Identifying Concerns

# Meta-Moment

- Spotighting
- Why focus on a man's tenure case?
  - Because gender bias affects women *and* men.
  - To anticipate resistance
  - And counter it on our terms

# ***Navigating Departmental Politics***

Department goal: to recruit and hire a more diverse faculty

What are the barriers preventing them  
from achieving this goal?

How would the character that you are observing  
answer this question?



What would your character say is the key reason that their department is unable to recruit or hire a diverse faculty?

# Barriers

# Meta-Moment

- Why did I ask you to attend to different individuals?
  - It's a more manageable observational task
  - Keeps multiple perspectives active in discussion
  - Allows productive engagement with 'unpopular' perspectives
  - Allows consideration of the complexity of change efforts

# Meta-Moment

- Possible ways of strategizing about change efforts
  - Creating shared understanding of a problem
  - Identifying multiple fronts for action
  - Using multiplicity to force prioritization

# Adam

- What is the problem (or set of problems) that he is drawing your attention (as department chair) to?
- What actions might you take to address the problem(s)?



# Small Group Discussion

As a department chair, how might you address the problem(s) that Adam has presented to you?

# Meta-Moment

- Why do I situate the audience inside the scenario?
- Why do we focus on low-level concerns?

**THANK YOU**