



# Amplify

Women and Gender Initiative

*Sponsored by the CASE D1 Venture Fund*

# Amplify Program Managers



**Amy Bronson**  
Boston University  
Associate Vice President  
Advancement Resources and  
Strategic Talent Management



**Alexis Kanda-Olmstead**  
Dartmouth College  
Director  
Advancement Talent Management

# Amplify Leads

**Kristina Lentz Capano**, Boston University  
**Janine Hetherington**, Williams College  
**Elyssa Kelly**, University of Connecticut  
**Louise Kennedy**, Boston University  
**Shela Levante**, Berkshire Community College  
**Liliana Mickle**, Boston University  
**Colleen Murphy**, Boston College  
**Katherine Norton**, Dartmouth College  
**Kristina Ramsay**, Concordia University  
**Janna Schwartz**, Boston University  
**Cynthia Scott**, Dartmouth College  
**Stasia Walmsley**, Providence College  
**Georgia Young**, Brown University



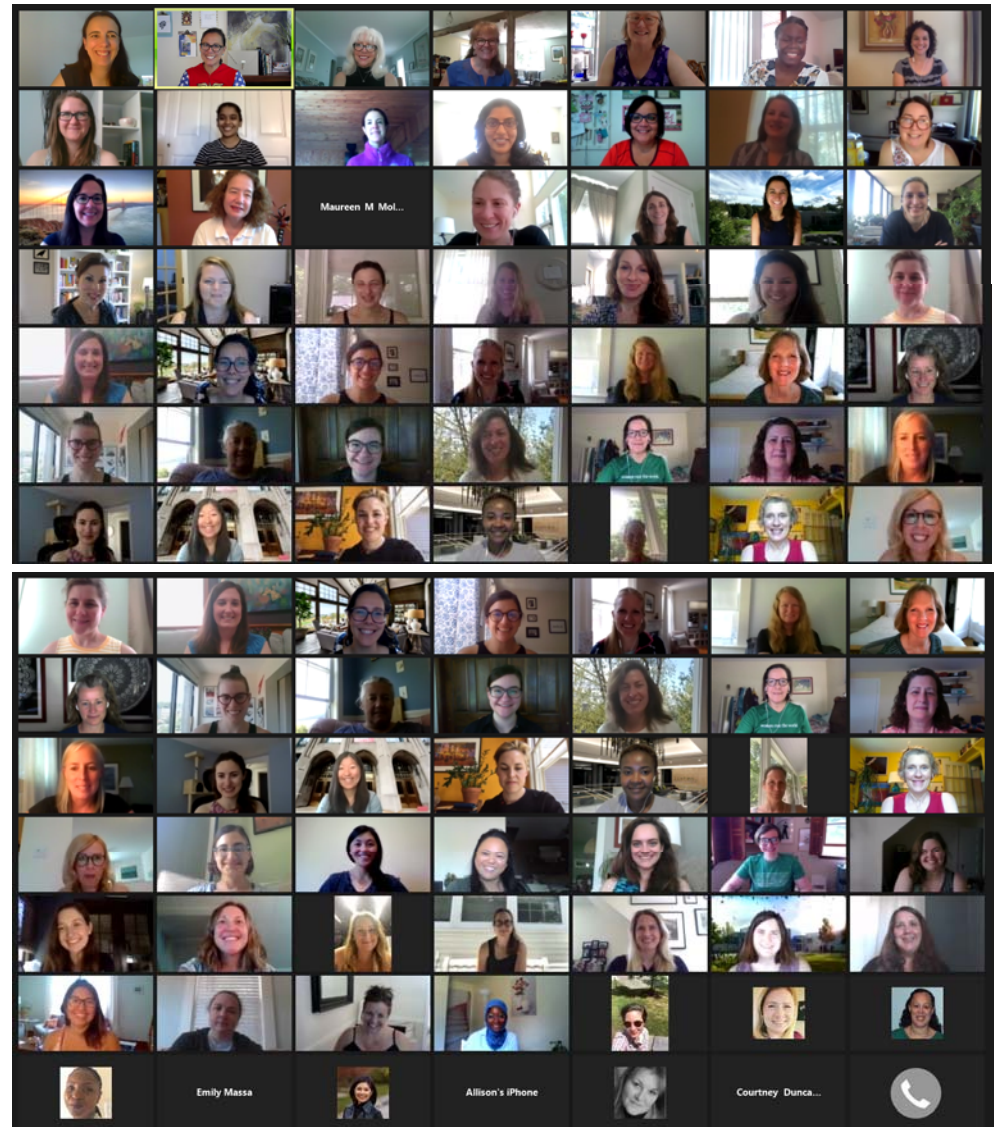


# Amplify Participants

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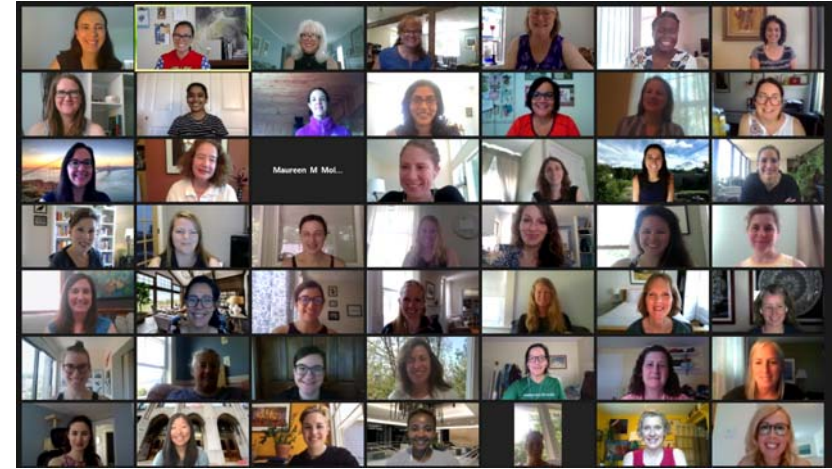
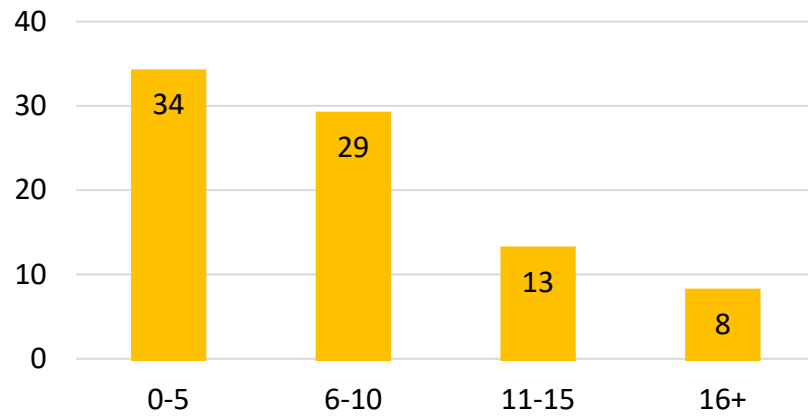
<b>CASE D1 Institution</b>	<b>Participants</b>
Berkshire Community College	6
Boston College	7
Boston University	29
Brown University	5
Concordia University	5
Dartmouth College	12
Providence College	7
University of Connecticut	7
Williams College	6

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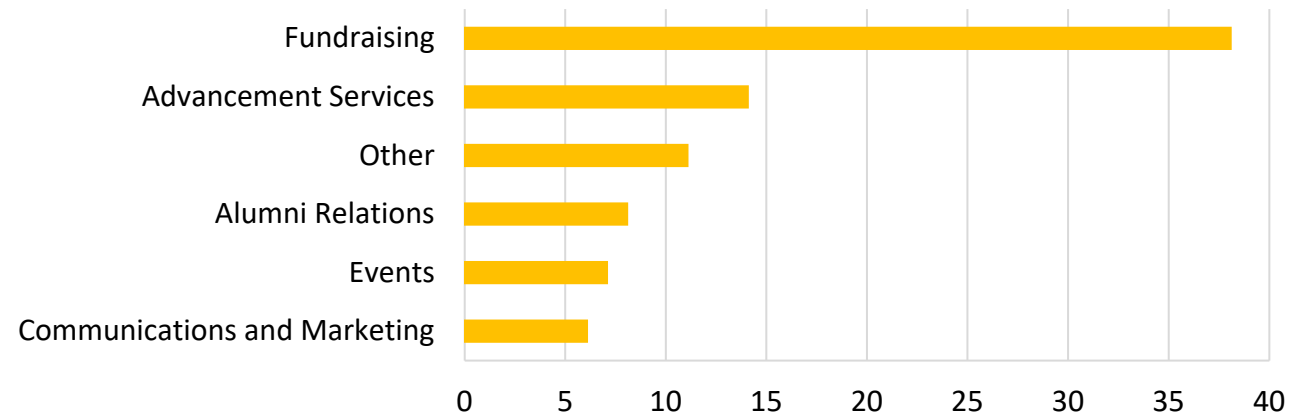


# Amplify Participants

Years in Advancement



Functional Area



# Program Elements



LIVE WEBINAR IN  
LARGE GROUP



DISCUSSION IN  
SMALL GROUP



ACTION-  
LEARNING

# Learning Outcomes



## Individual Development

- Utilize personal values and community-based strengths to create change for self and others
- Practice the skills of reframing, navigating, and advocating to manage self-doubt and other forms of internalized oppression



## Leadership Development

- Redefine dominant mind models about leaders and leadership to be inclusive of diverse identities
- Implement strategies to gain perspective, manage stress, and cultivate resilience



## Organization Development

- Identify and analyze organizational opportunities for inclusion and growth
- Create community for personal, leadership, and organizational development.



# Amplify Schedule

May – June 2020

Session 1 Amplifying Yourself and Others

Session 2 Deconstructing Gender and Leadership

Session 3 Identity as Values and Strengths

Session 4 Cracking the Confidence Code

Session 5 Cultivating Resilience

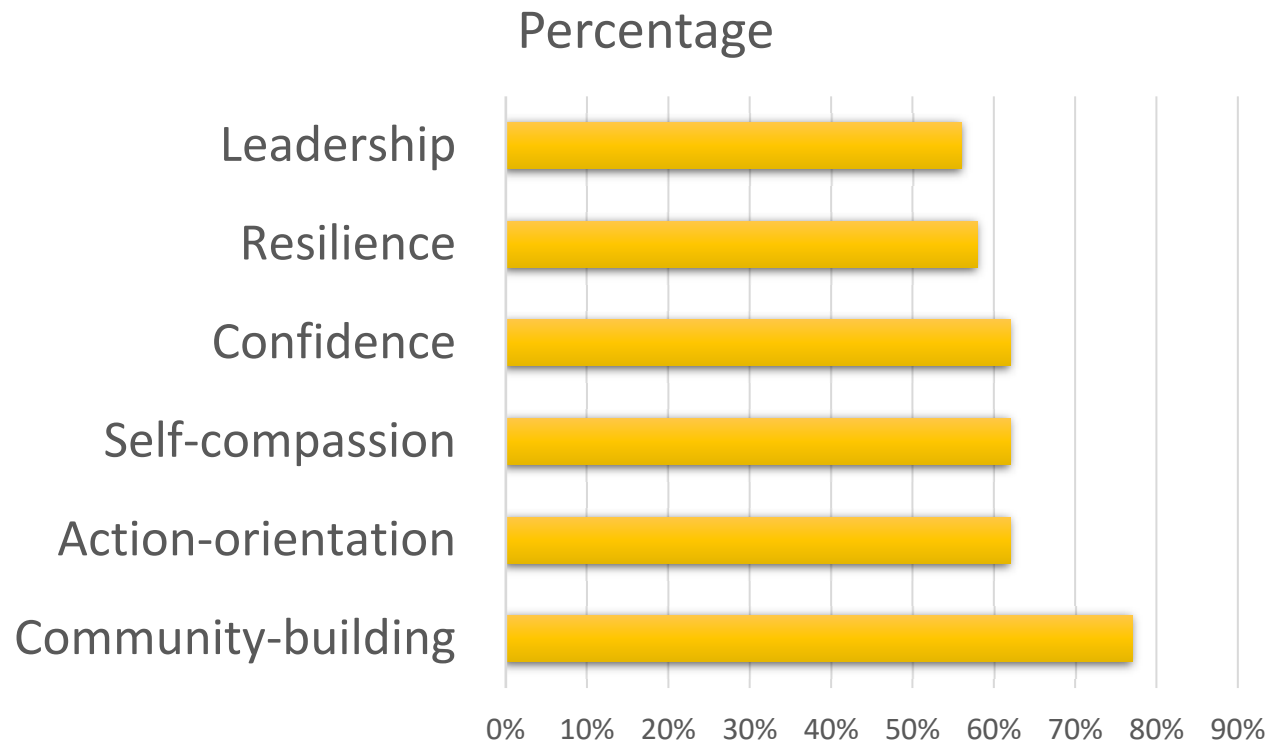
Session 6 Building Inclusive Organizations

Session 7 Creating Change through Community

Session 8 Sustaining a Movement



# Program Outcomes





# Evaluation

University of Denver Researchers

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Elizabeth Anderson, PhD  
Embraced Wisdom

Christina H. Paguyo, PhD  
Data Luminaries





## Imposter Syndrome

46% are afraid that others will discover they lack competence.

## Stereotype Threat

68% agree that gender impacts how their leaders interact with them.

## Resiliency

73% state they can bounce back from hard times.

## Leadership

96% believe they can be a leader without a title.

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# Pre-Survey Data

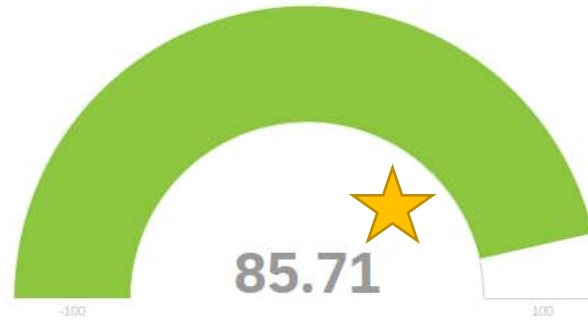








■ Detractor ■ Passive ■ Promoter



70+ NPS = World Class

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