

CELEBRATE PURDUE WOMEN

CANDACE CRONEY



WHAT DO INCLUSIVE MENTORSHIP AND INCLUSIVE LEADERSHIP MEAN TO YOU?

Inclusive mentorship is about really making sure that you're centering the mentee, building relationships, understanding what's fundamentally important to that person and what their definition of success looks like, and mentoring them to the goals they have, not the goals you have for them, or that you're imposing on them. Inclusive leadership and inclusive mentorship are now intricately tied together for me. When I think of inclusive leaders, I think of people who really know themselves and know their own biases. They are looking for dimensions of leadership that are different, that are all important, that all tie to excellence in doing the work, but they have the capacity to see the ability to hit that mark in different people in different ways. And they cultivate that as they should in all of those unique ways by seeking that out, by building relationships, by making sure that quiet forms of leadership are recognized and upheld and rewarded as much as the more forward-facing, louder forms of leadership. Inclusive leaders are really good at pulling leadership out of people who otherwise might be overlooked and whose excellence we might lose or not capitalize on, simply because the definition of what leadership looks like is bit narrow. If you're an inclusive mentor, you are demonstrating leadership, but you're also bringing it out in others, and you are creating a platform for people to not just feel like they belong, but to really know that they belong, and that their being in the space they're in absolutely matters.

Dr. Candace Croney is the director of the Center for Animal Welfare Science and a professor of animal behavior and well-being in the Department of Comparative Pathobiology and the Department of Animal Sciences at Purdue University. Her areas of expertise are in applied animal behavior, with emphasis on animal learning and welfare. Her research, teaching and outreach efforts focus on the interactions between animal learning, cognition and well-being, the effects of rearing environments and enrichment on animal behavior and welfare, the ethical implications of animal care and use decisions, and public perceptions of animal agriculture. She was awarded both the HSUS Animals and Society Course Award, and the Outstanding New Professor Award from the College of Agricultural Sciences at Oregon State in 2003 for her teaching on Contentious Issues in Animal Agriculture and Ethical issues in Animal Agriculture. Her research on farm animal cognition has been featured in national and international broadcast programs by National Geographic, the BBC and their affiliates. In addition to serving as a scientific advisor on animal welfare to the American Humane Association, she has served as an animal welfare advisor to the Ohio Livestock Care Standards Board, American Humane Association, National Pork Board, National Pork Producers Council, Bob Evans Farms, P & G Inc., CFI's Animal Care Review Panel, the Northwest Sustainable Dairy Program and the American Zoo and Aquarium Association. She is the past U.S. Regional Secretary of the International Society of Applied Ethology, and past chair of the NC1029 working group on animal behavior and welfare and the regional animal bioethics working group (NCCC 209).