

## **Kathleen Brown**

Dr. Kathleen A. Brown is a great advocate for female leadership in our language teaching community. Through her numerous presentations and contributions to forums in JALT, she has informed and inspired many of us to persist and succeed in an industry which often grants only particular kinds of people exclusive access to power.

I first met Kathleen when I was looking to connect with other language educators during the pandemic. During the annual conference in 2021, I found out about an online event organized by the JALT mentoring and orientation committee. Kathleen was not only there to support new members, but she also connected me with other like-minded colleagues who have been my lifeline and support network as we endured isolating times and helped each other continue to develop professionally.

At this time, I happened to be in the final stages of my doctoral research. Kathleen generously offered constructive feedback on my entire dissertation, which was especially helpful given I did not have sufficient mentors who could check my work in English at my own institution in Japan. I don't think anyone can take for granted someone who can volunteer such help and critical expertise.

I would therefore like to nominate Kathleen for the Lifetime Achievement Award. As she has reached out to many of us in our community, I am sure others also have various stories which support her candidacy.

--Risa Ikeda

Kathleen continuously works towards the advancement of an equitable work environment and society through her thinking, teaching, and practice in and out of the classroom. Her focus on raising up marginalized voices is shown not only in her various publications (e.g., *Resonant Voices: Leadership Skills for Women in the Ivory Tower* in "Foreign female English teachers in Japanese higher education: Narratives from our quarter"), but also in her work in helping colleagues and mentees progress in their careers both one-on-one and through volunteering her time as a mentor, facilitator of workshops and seminars, and regular conference presenter. She is the embodiment of "practice what you preach". Her research is not separate from her everyday life as she works tirelessly to help new and marginalized scholars and educators navigate the system. Her conference presentations and seminars are very timely and help attendees understand the dynamics of oppressive systems and how to navigate them. She is the Co-Coordinator of the Mentoring & Orientation Committee, where she directly helps scholars and educators in their careers through individual support, group workshops, and other events. In addition to the above, through her mentorship, Kathleen has helped me personally become more confident as a queer woman in a heteronormative, male-dominated society.

--Shawna Carroll

Where to begin? Kathleen Brown is an advocate, ally, and friend to so many. She is kind and selfless, often offering help to novice teachers and researchers, like myself,

fitting tasks such as offering advice on abstracts, proofreading surveys, giving career advice, and the like into her already packed schedule. She supports others by attending their presentations and makes a point of congratulating the presenter at its conclusion. Her chapter in "Foreign Female English Teachers in Japanese Higher Education: Narratives From Our Quarter" (2020) and her most recent presentations on women and leadership ("Re-envisioning Female Academic Leadership: Incorporating Executive Presence" and "Narratives and Reflections on Advocacy in Action from Macro to Micro" at PanSIG 2023) are legendary. They inspire me to follow suit and lead with gravitas. Without her public work in this area, I'm not sure I would have considered myself a leader at all, but she has assured me I am. She is a great role model to me and lots of my contemporaries. She is the best choice for a lifetime achievement award this year simply for her amazing ability to inspire and build up people. This type of influence makes JALT and the little world of EFL in Japan much, much better. She deserves this award without question.

--Gretchen Clark

I am writing to nominate Dr. Kathleen Brown for the Lifetime Achievement Award. A full professor at Kurume University, Kathleen is not only a powerful speaker on needs assessment, curriculum development, program evaluation, testing, along with diversity, equity, and inclusion (DEI); she is a true change maker. Besides all of the actions she takes to advocate for diversity and equity in her university's instructional and hiring practices, she is the definition of walking the talk.

Kathleen leads with humility and grace, always striving to use her power to bring scholars from traditionally marginalized communities into the spotlight. She co-edited the groundbreaking work, "Foreign Female English Teachers in Japanese Higher Education: Narratives From Our Quarter," highlighting an under-researched population in English language teaching. As incoming chair of the mentorship committee at JALT, she is extending the work she has been doing for many years behind the scenes, without recognition, in patiently and assiduously mentoring early career researchers facing systemic and other barriers.

Kathleen has worked not only in English but also in Japanese language teaching contexts, advocating for the establishment of program and hiring practices that more effectively reflect and support the populations served. For example, in bringing forward the hiring of a non-Japanese person to teach Japanese language in her university, she was able to educate colleagues and the institution as a whole on native-speakerism in ways that has had lasting impacts.

For the many ways that she has had a powerful and long-term impact on the robustness and inclusivity of the field of language teaching in Japan, Kathleen Brown is the clear choice for recipient of the 2023 JALT Lifetime Achievement Award. --Yaya Yao