

## Diversity Committee Meeting 11/12/19

### Charge memo from department:

1. Evaluate where we stand with respect to other peer chemistry departments; understand measures that are taken to achieve positive outcomes – what are the proven strategies to enhance diversity and inclusion?
  - a. Rigoberto workshops on diversity – exceptional chair highlights (Bill Tolman example) (Minnesota, Penn State, Purdue, Utah)
  - b. Define positive outcomes – gender, LGBTQ, as well as underrepresented minorities – how do we track and define this: inward facing response
  - c. Growing diversity as well as creating an inclusive environment
  - d. Mission statement/statement of core values: everyone contributes to diversity (embracing culture vs checkboxes) - how do we retain and enhance the perspectives that a diverse community brings to our department: outward facing response
2. Identify UW support programs to connect our students to
  - a. centralized resource database (website)
  - b. Document for recruiting
3. Examine leave policies for grad students and postdocs (and faculty) – what is the current state mandated leave policy, should we augment this? Related, for faculty, how do we avoid penalizing faculty for time off due to family/health obligations? Are there existing practices that we can model?
  - a. Clear statement on what the policies are and what the department values are
  - b. We need a separate committee to formulate this
  - c. Does the Washington mandate apply to graduate students? (probably not since they are part time employees)
  - d. What funds can be used to pay for paid leave (**department funds**, federal grants)
  - e. NIH policy (PI, but not trainees)
4. Faculty and student recruiting – guidelines
  - a. SACNAS /NOBCChE (November)
    - i. Erin Kirschner BPSD – coordinate to have her represent us at ABRCMS and we can represent them at SACNAS/NOBCChE
    - ii. 2x 8hours at expo
    - iii. we need posters to draw people in
    - iv. Business card for the graduate program
    - v. Business card for application fee waivers
    - vi. Postcard ad for department to hand out at poster session – one part for writing notes on
    - vii. ABRCMS and NIH PREP meeting
    - viii. Need faculty representative (and maybe student – we need to find that person - InCS, etc) every year
  - b. Second (or early) recruiting weekend specifically for URM students
  - c. Faculty applications: required diversity/inclusivity statement – provide examples (sentences to pages)

- d. Student statement of purposes – some statement about including DEI activities (task for Spring quarter)
  - e. How do we improve retention? What are best practices?
    - i. Orientations, peer mentoring, rotations, summer research acceleration awards (timeline issues?)
5. Website
- a. Sites.uw.edu - shared netid inclusivechem (Matt)
  - b. Mission statement/statement of values
  - c. Diversity committee
  - d. InCS and related student groups in department
  - e. University-wide diversity initiatives and groups
  - f. Recordings of student speeches (award dinner, etc) - voices from the department
  - g. Leave/family friendly policies
  - h. Stock photography
    - i. Statement from department about photos that can be used
    - ii. Get UW photographer to take photos of InCS/diversity committee, etc.

Other initiatives:

- 6. ACS Bridge partner site application: 5 pages, due **June 1**
- 7. Department outreach – events and materials
- 8. Student/Postdoc/Lecturer involvement - Tam'ra Kay and InCS rep? - invited student guest?
- 9. Quarterly brown bag lunches
  - a. Ask: what are the things that students have found valuable for getting included in the department when they start
- 10. Resource for faculty on getting diversity supplements and a backstop for department funding if those supplements don't come through (NSF summer, NIH postdocs; issue there is a lag to get the funds)
- 11. LSAMP (Alexandra) - spring quarter power hour, 2<sup>nd</sup> Wednesday – invite interested diverse undergrads to mentor meet and greet; include graduate/postdoc folks as well
- 12. Invite diversity leaders from around campus periodically to figure out how we can better coordinate (every 3 months):
  - a. Terry Ward – school of medicine – director of many diversity programs

Homework:

- 1. Department website comparisons
- 2. Mission statement
- 3. Shared google drive (Alexandra)
- 4. Document of UW and Chem resources on DEI for students
- 5. Ideas on initial recommendations on leave policies to present for evaluation – timeline for passing this to another more focused committee
- 6. Need policy for summer acceleration fellowships for URM students – need protocol for flexibility on start dates. Need by April(ish).

Meet monthly and work on one bullet point.

