

NDEW 2017

Closing Remarks
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Inclusive Excellence is Diverse



...along many vectors...

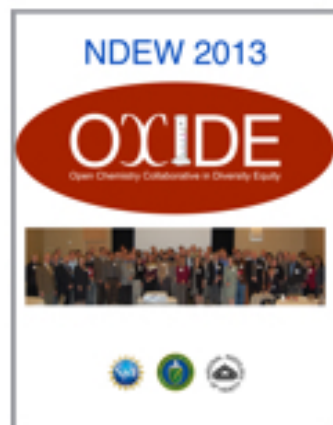
OXIDE: Who We Are

Open Chemistry Collaborative in Diversity Equity

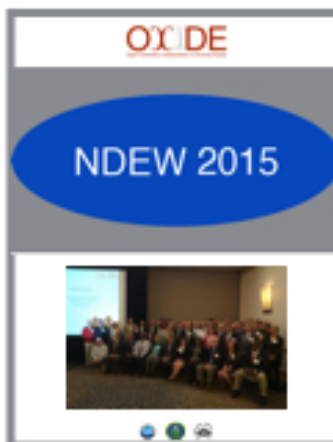
We aim to flatten diversity inequities in academic chemistry departments by placing the responsibility and credit on institutions and administrators, not on single change agents



- The workshop included all four URG target areas for the first time
- Specifically included LGBTQIQ focused speakers
- Highlighted the notion of inclusive excellence and enlightened self-interest with regards to competition for institute-wide and national resources
- Solo status is a significant barrier contributing to the losses in recruitment and retention of URG faculty
- Agency talks spread through the meeting for the first time
- Deemphasized demographics by discussing them in the last session, not the first
- Introduced WORKING breakout groups with deliverables



- LGBTQIQ spanned an entire focus session, highlighting barriers and solutions
 - e.g. Organizations need to have LGBTQIQ policies which address protection of identity and gender markers on Legal, HR, and Medical forms
- Committees should search in broad areas to access a more diverse and talented pool
- Recognition that stereotype threat makes it more challenging for URGs to succeed once hired
- Recognition that positive experiences and perceptions of campus climate increase retention rates



- Focus on Intersectionality and in particular, Women of Color
- Focus on future faculty (& how it dovetails into recruiting)
- Recognition of real-world barriers and how they affect individuals in the academy. Many barriers (in addition to implicit bias) contribute to diversity inequities.
- A need for improved climate (through, e.g., the use of safe counter spaces)
- A need for transparency and communication through diversity statements
- Towards building a business case for diversity in academia

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Your work products and deliverables!

- It's a workshop!
 - Chatham House Rules (aka what happens here stays here)
- In your breakouts, you will:
 - Analyze a case study involving a possible diversity inequity
 - Recommend policies
 - Recommend programs
 - Create New Case Studies
- Fill out Surveys re NDEW
 - E.g, Did you complete the Pre-NDEW Survey?
- Not use screens during sessions
- Recycles badges
- Complete the OXIDE Faculty Demographics Survey e-mail, if you haven't already!



ToDo List from NDEW2013

Recommendations for Chairs

1. Conduct a faculty meeting on diversity excellence:
 - A. Walk your faculty through the generic department presentation given at NDEW 2013 (or a version customized to your department).
 - B. Make sure that you do not advertise the event as diversity training.
 - C. Emphasize strategies that mitigate stereotype threat.
2. Create mentoring programs (vertical and horizontal).
3. Create a department diversity committee
 - A. Broadly reflective of your faculty's perspectives (e.g., include straight, able-bodied white male faculty)
 - B. Don't overburden URG (under-represented groups) faculty.
 - C. Establish deliverables to measure the committee's success.
4. Conduct faculty searches in broad areas
5. Respond to current & future OXIDE surveys (e.g., workshop evaluation, demographics, & climate)
6. Implement a policy/program targeted to address climate and/or demographics
 - Partner with OXIDE to assess it!

OXIDE – Diversity Equity Slides, Draft 1.1

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To Do List From NDEW 2015

Recommendations for Chairs

1. Create a department diversity committee
 - Broadly reflective of your faculty's perspectives (e.g., include straight, able-bodied white male faculty)
 - Don't overburden URG (under-represented groups) faculty.
 - Establish deliverables to measure the committee's success.
2. Develop a department Diversity Statement and Vision; Post it on department website.
3. Create mentoring programs (vertical and horizontal) for students and faculty.
4. Conduct a faculty meeting on diversity excellence; Include discussion of the business case for diversity
5. Conduct faculty searches in broad areas
6. Conduct weekly/monthly lunch with faculty to discuss department climate (generate diversity counter space)
7. Encourage/Support affinity groups (WIC, WCC, NOBCChE, etc) through active participation of chair and faculty
8. Conduct a departmental survey on diversity environment and seek actionable options (partner with OXIDE)
9. Implement a policy/program targeted to address climate and/or demographics
 - Partner with OXIDE to assess it!



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Recommendations for Operating Principles

- Instill drivers for inclusive excellence
 - Equity, not equality
 - Value commitment and results, not on time served or availability
 - Work structure (for faculty/trainees/staff) should be flexible and constructed transparently
 - Civility & respect towards all
 - Absolute standards for RPT, not a curve
 - Deemphasize genius myth
 - Pathways, not gateways or pipeline
 - Diversity equity is a social justice core value and more
 - Define and promote diversity broadly AND focus on diversity inequities affecting targeted and specified groups



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Recommendations for Action (adding to 2015 list)

10. Establish a collective reward system

- for mentoring
- for service and outreach

11. Establish “STAR” model: work flexibility & sanity

12. In addition to diversity workshops, hold civility awareness workshop

13. Establish transparency/clarity in RPT process

- More structure is better
- Require all faculty to include impact —e.g., teaching and broadening— statements

14. Develop department’s Diversity Action Plan (embed in your strategic plan)

- With accountability and visited yearly
- Publish executive summary on department web site (embed in your mission statement)

15. Promote the Academic Case for Diversity



OXIDE Advancing Diversity

Diversity In Academia: Solutions To Get There



- "Diversity in Academia: Solutions To Get There," C&EN 93:33, 40 (August 24, 2015).

- "Advancing The Chemical Sciences Through Diversity," C&EN 92:28, 45 (July 14, 2014).

- R. Hernandez and S. Watt in "A top-down approach for diversity and inclusion in chemistry departments," Careers, Entrepreneurship, and Diversity: Challenges and Opportunities in the Global Chemistry Enterprise, ACS Symposium Series 1169, edited by H. N. Cheng, S. Shah, and M. L. Wu, Chapter. 19, pp. 207-224 (American Chemical Society, Washington DC, 2014)

- <http://oxide.jhu.edu>

Advancing The Chemical Sciences Through Diversity



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Tools / Resources

- All OXIDE produced slides will be available within the next few days
 - Department Diversity presentation already available
- Speaker presentations will be posted as we convert them to pdf's and they are approved by speakers (some may be embargoed longer and/or supplied with redactions)
- Publications:
 - Check out ACS Symposium Series article from 2014,* and two more in press now
 - Check out ACS Comment on recommendations
 - Workshop reports to follow soon in an ACS Symposium Series
 - C&EN article on URM to appear this year
- oxide.jhu.edu portal has links to articles and programs (and will include more)



*Hernandez and Watt, "A Top-Down Approach for Diversity and Inclusion in Chemistry Departments," in *Career Challenges and Opportunities in the Global Chemistry Enterprise*; ACS Symposium Series, Vol 1169, edited by H. N. Cheng, S. Shah, and M.L. Wu, Chapter. 19, pp. 207-214 (2014).

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Looking Forward

- April 2019 in DC (subject to renewal)
- 2018 & 2019 Diversity Catalyst announcements (April of each year)
- More Tools! (At the next workshop, and on-line)
 - Diversity Action Plans
 - Mentoring/Coaching
- Possible Topics:
 - Disability Equity & Universal Design/Access
 - Lessons from industry
 - What you can and cannot do — Legal constraints
 - Topics from you!



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Acknowledgments



Speakers

Participants

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The OXIDE Team



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Acknowledgements



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Ms. Clarice Lee
Ms. Kyra Vocci
Ms. Rosalie Elder

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JHU Chemistry
All Speakers!



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“Sometimes it is the people who no one imagines anything of who do the things that no one can imagine.”

Joan Clarke, *The Imitation Game*