Recapitulation of past NDEWs
(National Diversity Equity Workshops)

Dr. Srikant Iyer
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A Historical Perspective
Past Diversity Workshops

- Engagement of chemistry chairs to change policy and climate
- Transition from single URG cohort to multiple URGs
- All were funded by NSF, NIH and/or DOE
• Work climate plays a significant role on the retention of female faculty
• Importance of family friendly policy (for all non-tenured faculty)
• Implicit bias hinders the promotion of women / Policies need to be developed to ensure gender equity in assessment process
• Recognition of the competition between biological clock and tenure / Policy needed to address 1-2 year career pause

• Recognition that availability of URGs on the academic ladder at graduate and postdoc levels is much greater than their representation in faculties
• Departments should foster an environment where inclusive excellence is the primary criterion for hiring
• Recognition that URM faces significant additional barriers to success
• Need for well thought out departmental diversity plans

• Recognition of the hurdles to generate an accurate census
• Departments need to recognize the acquisition of disabilities as faculty age
• The importance of accommodations and universal design
• The small numbers of people with disabilities in the sciences, prohibits effective accommodations
NDEW

NDEW is a peer-to-peer mentoring village among scientific leaders

**NDEW** empowers chairs to share, understand and "solve" issues faced by faculty (and everyone in their department), and offers a platform to help create *meaningful strategies and policies* striving for inclusive excellence
NDEW 2011

- Included four URG target areas for the first time
- Included LGBTQIQ focused speakers for the first time
- Highlighted the notion of inclusive excellence and enlightened self-interest with regards to competition for institute-wide and national resources
- Focused on Solo status as a significant barrier contributing to the losses in recruitment and retention of URG faculty
NDEW 2013

- LGBTQIQ spanned an entire focus session, highlighting barriers and solutions
  - e.g. One outcome was the recognition that LGBTQIQ safe spaces should be adopted within departments

- Identified a key D&I Solution based on collective anecdotal reports: Committees should search in broad areas to access a more diverse and talented pool

- Highlighted stereotype threat and the understanding that it makes it more challenging for URGs to succeed once hired

- Highlighted the apparent correlation between positive experiences and perceptions of campus climate AND increases in retention rates
NDEW 2015

- Focus areas included:
  - Diversity w.r.t. Intersectionality with an emphasis on Female faculty of color
  - Future Faculty - Discussed experiences and issues faced by post-docs and graduate students

- Introduced the First Diversity Catalyst Lecture

- Highlighted the following diversity barriers and solutions:
  - Professional cultures in academia - Schemas and academic excellence
  - Diversity climate (and the use of safe counter spaces to improve it)
  - Use of diversity statements communicated to all members of a department (and on Dept. Web Sites)
  - The business case for diversity in academia
  - Universal design (in e.g. website and printed communications)
From Barriers to Recommendations

#DiversitySolutions
Diversity Training -
Positive or negative impact?

Recommended solutions from past NDEWs addressing barriers

“Hundreds of studies have now challenged the received wisdom that anti-bias training is the first step employers should take in promoting diversity.”

“A review of those studies shows that anti-bias educational efforts produce negligible change in attitudes, and have never been shown to diminish workplace discrimination.”

“Overall....Mandatory diversity training has a negative effect.”

Like NDEWs, D&I conversations have to be Peer-To-Peer, not “Training” by “experts.”

Schemas*

Recommended solutions from past NDEWs addressing barriers

• Committees should search in broad areas to access a more diverse and talented pool, and should not cull according to schemas

• Meritocracy and Professional culture should be based on individuals accomplishments, not schemas such as those afforded by academic pedigree

Stereotype Threat

Recommended solutions from past NDEWs addressing barriers

Nearly every department has a wall like this celebrating the past...

What do all these images have in common?

How do we celebrate the past without jeopardizing the future?
Microaggression & Solo Status

Recommended solutions from past NDEWs addressing barriers

- Mentoring
  - Peer-to-Peer mentoring
  - Senior Mentors
  - Mentors outside Department

- Need Role Models
  - Not overburden
  - Increase awareness about biases and barriers
Universal Design

Recommended solutions from past NDEWs addressing barriers

• Posting documents in accessible formats
  - Broad range of abilities, ages, racial/ethnic backgrounds

• Adjustable / flexible work area and table:
  - People with range of physical abilities
  - Right- or left- handed students
  - People of different heights

• Adaptable equipment
  • Tactile/braille ruler
  • Microscope with video camera

http://netdna.walyou.netdna-cdn.com

http://historiesofthingstocome.blogspot.com
Implicit Bias

Recommended solutions from past NDEWs addressing barriers

• Most diversity training programs are geared towards overcoming implicit bias but are not successful!

• Implicit bias tends to play a stronger role under non-ideal circumstances:
  ○ Time pressure
  ○ Ambiguous criteria or concept (e.g., “leadership”, “competence”)
  ○ Incomplete data
  ○ Competing tasks
  ○ Stress
  ○ Lack of critical mass prevents distinguishing as individuals

Being mindful and understanding the situation and adjusting
Outcomes from NDEWs

Summary of Recommendations to Chairs to Accelerate Diversity

1. Department diversity committee
2. Diversity statement and vision
3. Mentoring programs for students and faculty
4. Business case for diversity
5. Faculty searches in broad areas
6. Regularly discuss department climate
7. Diversity counter space
8. Support affinity groups
9. Survey on diversity environment
10. Implement a policies/programs targeted to address climate
Recapitulation of past NDEWs

Conclusions

• **OXIDE**’s NDEWs helped chairs to be more aware of diversity barriers (well beyond implicit bias) faced by their faculty and junior faculty in particular.

• **NDEW has been a mentoring village** - The interactions between chairs and facilitators is peer-to-peer and this is critical for success.

• The recommendations/outcomes from **NDEWs** were generated by the chairs themselves.
  • Those recommendations and “**OXIDE’s Presentation for Faculty Meetings**” (available at oxide.jhu.edu) are part of your toolkit for advancing inclusive excellence in your department.