

(National Diversity Equity Workshop)

Welcome and Opening Remarks Rigoberto Hernandez April 8, 2019





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4/8/2019

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What do you see?

- Picture in your mind:
 - A paleontologist
 - An astronomer
 - A chemist
- Are they all in the same lab?
- What do they look like?



Lego: Research Institute, Set 21110



...ironic result...



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Inclusive Excellence is Diverse



...along many vectors...



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Competitiveness



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Faculty Demographics: Gender & URM



- In 2010 female faculty comprised:
 - 16.4% in Top 10
 - 16.6% in Top 25
 - 16.9% in Top 50
 - 16.5% in Top 75
- Female faculty in top 50 since OXIDE has been tracking:
 - 14.8% in AY2009-10
 - 19.4% in AY2016-17
- URM faculty in top 50
 - 4.1% in AY2011-12
 - 4.9% in AY2015-16



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Barriers to Diversity Equity



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What is Diversity?

Inclusion of the "other"

- Gender
- Race & Ethnicity
- Disabilities
- LGBTQIQA+
 - Lesbian
 - Gay
 - Bisexual
 - Transgender
 - Queer
 - Intersex
 - Questioning
 - Allies
 - Other Identities and orientation

- Socioeconomic
- Culture

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- Life experiences
- Ideas
- Political Ideologies
- Religion
- Geography
- University Pedigrees
- Place of Origin
- Etc.





Summary of Inclusive language

- diversity equity
 - equality (equal resources)
 - equity (equal opportunity)
 - diversity (inclusion of the other)
 - \Rightarrow diversity equity is equal opportunity of the other
- inclusive excellence
 - inclusion (noone is excluded)
 - excellence ("the best")









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Implicit Bias is Only One of the Barriers

Implicit or Unconscious Bias Schemas Accumulation of Bias Lack of Universal Design Insufficient Mentoring Insufficient/Unequal "Family Friendly" Policies Overburdening the Few Unwelcoming/Non-Accommodating Climate Unwelcoming/Non-Accommodating Professional Cultures Qualitative vs. Quantitative Assessment Solo Status

Stereotype Threat

Minimizing Differences/Colorblindness

Depoliticization and Meritocratic Ideology

- Hernandez and Watt, ACS Symposium Series, Vol 1169, edited by H. N. Cheng, S. Shah, and M.L. Wu, Chapter. 19, pp. 207-214 (2014).
- Stallings, Iyer, and Hernandez in National Diversity Equity Workshops in Chemical Sciences (2011-2017), ACS Symposium Series 1277, edited by R. Hernandez, D. Stallings and R. Hernandez,



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OXIDE driven Diversity Workshops

Highlights from Previous Workshops



ACS Symposium Series Book

- United all 4 URGs into one workshop, and emphasized identifying barriers to be addressed not just the symptom (e.g. demographic data) to achieve diversity equity with excellence (2011)
- formalized and began to distribute Recommendations Lists (2013)
- Diversity Solutions & DLCs (2015)
- Diversity Action Plans (2017)
- In 2019, we are featuring Disability Equity, once again...

D. Stallings, S. K. Iyer, and R. Hernandez, "National Diversity Equity Workshops: Advancing Diversity in Academia," in National Diversity Equity Workshops in Chemical Sciences (2011-2017), ACS Symposium Series 1277, edited by R. Hernandez, D. Stallings and S. K. Iyer, Chapter. 1, pp. 1-19 (American Chemical Society, Washington DC, 2018).



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OXIDE: Our Vision

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





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The OXIDE Team



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OXIDE Board

Attending NDEW:

- ✓ Dr. Christopher J. Bannochie, Chemistry, Savannah River National Laboratory
- ✓ Prof. Luis Echegoyen, Chemistry, University of Texas at El Paso
- ✓ Prof. Rigoberto Hernandez, Chemistry, Georgia Tech
- ✓ Prof. Malika Jeffries-EL, Chemistry, Boston University
- ✓ Prof. Mary Jo Ondrechen, Chemistry and Chemical Biology, Northeastern University
- ✓ Dr. Celeste Rohfling, Chemistry, American Association for Advancement of Science (retired)
- ✓ Dr. Laurel Smith-Doerr, Chemistry, UMass, Amherst
- ✓ Dr. Alveda Williams, Chemistry, The Dow Chemical Company

Not Attending NDEW:

- ✓ Prof. Karl S. Booksh, Chemistry, University of Delaware
- Prof. Larry R. Dalton, Chemistry and Electrical Engineering, University of Washington
- ✓ Prof. Frank Dobbin, Sociology, Harvard University
- ✓ Prof. Michelle M. Francl, Chemistry, Bryn Mawr
- ✓ Prof. Christy Haynes, Chemistry, The University of Minnesota
- ✓ Prof. Catherine J. Murphy, Chemistry, University of Illinois at Urbana-Champaign



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You

- Chemistry department heads/chairs and their representatives
- Additional department representatives
- Representatives from federal agencies, foundations, and other national organizations
- Board Members, Social Scientists, and other guests





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2018 Diversity Catalyst Lecturer

Ron Halterman University of Oklahoma





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2019 Diversity Catalyst Lecturer

Nancy Goroff

Stony Brook University





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Key Workshop Elements

- Speakers and Panels:
 - Session #1: Diversity Solutions
 - Session #2: Disability Equity
 - Session #3: Organization and Management of Diversity
 - Session #4: Sexual Harassment
 - Diversity Catalyst Lectures (by Department Heads!)
- Keynotes:
 - Monday: Rochelle Long (NIH) abd Billy Williams (AGU)
 - Tuesday: Carol Bessel (NSF), Bruce Garrett (DOE) and Luis Echegoyen (UTEP)
- Breakout Groups:
 - Analyze Case Studies
 - Develop Solutions Workshop Recommendations





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transactional vs policy solutions

- transactions
 - an exchange or interaction between people
 - 1 Leader <-> 1 student/follower/faculty member
- policy
 - a course or principle of action adopted or proposed by a government, party, business, or individual
 - 1 Leader/Leadershp-Team <-> many students/followers/faculty members
- Questions to consider:
 - Is precedent a policy or a transaction?
 - What requires more currency/expense for a junior person: a transaction or a policy?
 - What saves more time for a leader: a transaction or a policy?

Bringing diversity and inclusion to the ACS table

and inclusion have to be managed arrangedaily. They don't happen arrangedaily. They don't happen managed and the second of the second material and the second of the second material and the second of the second and the second second of the s gains in knowledge of these concepts and confidence in applying them. Approaches that address barriers to equity and inclusion and apply a balanced use of transactional and policy solutions to advance inclusion are relevant to any chemistry department. OXIDE has been disseminating these effective practices through its website, publications, and



www.equyement.e- www.kabopa Managing a diverse and inclusive collectio of members involves palancing transactiona

nd policy actions.

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R. Hernandez, C&EN 97:9, 47 (March 2, 2019)



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Objectives

- 1. To share our understanding of the following concepts as they apply to our professional culture:
 - A. the value proposition(s) for advancing diversity equity
 - B. factors that create safe and inclusive environments
 - C. the difference and importance of transactional solutions vs. policy solutions as it pertains to managing diversity equity and inclusion
 - factors for administering recruitment, mentoring, tenure and promotion processes that advance inclusive excellence
 - E. evidenced-based strategies for addressing known barriers within a department so as to reduce existing diversity inequities
 - F. supporting and communicating inclusive excellence
- 2. To develop solutions to advance diversity equity in our departments



R. Hernandez, C&EN 92:28, 45 (July 14, 201



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Objectives

- 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!



"National Diversity Equity Workshops in Chemical Sciences (2011-2017)," edited by R. Hernandez, D. Stallings and R. Hernandez, ACS Symposium Series 1256, (American Chemical Society, Washington DC, 2018)



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