

# ToDo List from NDEW 2019

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## Recommendations for Action

- Refer to past recommendations from NDEW 2017 at [oxide.jhu.edu/Recommendations2017.pdf](https://oxide.jhu.edu/Recommendations2017.pdf)
  - Refer to Diversity Action Plans Statement guidelines at [oxide.jhu.edu/DiversityActionPlans2017.pdf](https://oxide.jhu.edu/DiversityActionPlans2017.pdf)
1. Promote awareness of the personal and professional impact of gender harassment in addition to sexual harassment.
  2. Promote bystander awareness and intervention for all types of harassment and incivility
  3. Promote the need for intentionality in managing diversity & inclusion
  4. Diversity statements are needed at the departmental level (expanded from 2015, recommendation 2)
    - a. Constructed and approved broadly by the entire department – includes faculty, staff, PhDs and Graduate students.
    - b. Should be used as an instrument to guide future transactions and policies
  5. Use survey instruments as a tool to learn about climate, and improve it. Assess regularly on a fixed cycle e.g., once every 2 or 3 years (expanded from 2015, recommendation 8).

### Acknowledgment:



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