

Breakout Group Information

National Diversity Equity Workshop (NDEW) 2013

Overview

All participants will be assigned to a topical breakout group for the duration of the workshop based on the preferences expressed during online registration. (Guests—e.g., federal agency representatives—who will attend parts of the workshop on a drop-in basis will have the option of joining a breakout group, circulating between groups, or observing.)

Preferences and group assignment

To ensure that we maximize the matches between participants and their interests, we are intentionally offering more choices (listed below) than can be accommodated. We advise ranking as many preferences as possible—with a minimum of four—in the online registration form. We will do our best to match individuals with their highest priority topics.

Before the workshop

Each member of a breakout group will receive an email containing the assigned breakout group topic and a relevant article/website to review prior to the workshop.

During the workshop

The relevant article/website will serve as the starting point for an ongoing discussion throughout the workshop. Each group will be tasked with:

- proposing at least one action that chairs/departments could realistically implement to address the assigned topic;
- considering how that action would be implemented;
- considering the potential outcomes of such an action; and
- proposing ways to assess the action/outcomes.

While some topics may be particularly focused on one or more under-represented populations, participants will be encouraged to:

- consider how their strategies might impact members of other under-represented populations and
- share their thoughts with other breakout groups, as appropriate.

While the breakout groups are not designed to be extensions of the focus sessions, material from the focus sessions is expected to further and inform discussion in the breakout groups.

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Breakout topics

The registration form will ask participants to rank their preferences among the following topics:

1. Communication styles: implications for inclusion
2. Messaging for inclusion in print, online, and social media
3. Effective inclusion strategies: learning from the literature
4. Resolving the tension between individual priorities and external valuations in the context of diversity
5. Including multiple minorities (i.e., individuals at the intersection of under-represented populations)
6. LGBTQIQ-inclusive departmental culture
7. Reducing barriers for academic chemists with disabilities
8. Race-ethnicity disparities in funding processes
9. Gender disparities in hiring processes
10. LGBTQIQ-inclusive educational culture
11. Resources and solutions for empowering students with disabilities
12. Recruiting the talented under-represented minority individuals already in the pipeline
13. Gender-inclusive departmental culture