

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!