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!