

To Do List From NDEW 2015

Recommendations for Chairs

1. Create a department diversity committee
 - Broadly reflective of your faculty's perspectives (e.g., include straight, able-bodied white male faculty)
 - Don't overburden URG (under-represented groups) faculty.
 - Establish deliverables to measure the committee's success.
2. Develop a department Diversity Statement and Vision; Post it on department website.
3. Create mentoring programs (vertical and horizontal) for students and faculty.
4. Conduct a faculty meeting on diversity excellence; Include discussion of the business case for diversity
5. Conduct faculty searches in broad areas
6. Conduct weekly/monthly lunch with faculty to discuss department climate (generate diversity counter space)
7. Encourage/Support affinity groups (WIC, WCC, NOBCChE, etc) through active participation of chair and faculty
8. Conduct a departmental survey on diversity environment and seek actionable options (partner with OXIDE)
9. Implement a policy/program targeted to address climate and/or demographics
 - Partner with OXIDE to assess it!

