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!