Breakout Group Charge

NDEW
April 13, 2015
Dontarie Stallings

www.oxide.gatech.edu
You have been assigned to one of 6 breakout groups
- We used your preferences
- We aimed to have equal numbers of participants in each group
- We tried to balance the participation across chairs, representatives, board members, and speakers

Each breakout group is charged to:
A. Identify diversity inequities affecting their eponymous URG
B. Suggest policy changes to reduce these diversity inequities
C. Suggest new programs to reduced these diversity inequities
D. Included assessment mechanisms to determine the efficacy of B & C
Breakout Deliverables

Breakout Session A (Monday, 9:15-10:00AM)

• Elect one department chair or chair representative to serve as Breakout Group Leader and another to serve as Breakout Group Reporter.

• Identify and discuss issues and biases experienced by the cohort identified in your Breakout Group title.

• Deliverables
  - Breakout Group Leader
  - Breakout Group Reporter
  - Identify issues pertaining to diversity group

• The Reporter should complete the First Breakout Deliverable sheet on page 4.
  ✓ Deliverables due at 10:00 am
Breakout Deliverables

Breakout Session B (Monday, 3:45-4:45PM)

• Led by Breakout Leader

• Deliverable: Propose a Policy
  - A course or principle of action to be adopted by a Chemistry Department.

• Prioritize the inequities to be targeted with respect to the cohort identified in your eponymous Breakout Group.

• Discuss and propose policy changes targeted at the identified inequities, and mechanisms to affect their efficacy. (You may propose more than one.)

• The Reporter should complete the Second Breakout Deliverable sheet on page 5.

✓ Deliverables due at 4:45 pm
Breakout Deliverables

Breakout Reporting (Monday, 4:45-5:30PM)

• Breakout Reporter delivers a 3-4 minute oral report

• Slides, if desired (use USB stick to transfer to presentation laptop)

• Summarize the targeted diversity inequity within your assigned group, proposed policy change, potential outcomes, and proposed assessment methods. (You may propose more than one.)
Breakout Deliverables

Breakout Session C (Tuesday, 10:45-12:00PM)

• Led by Breakout Leader

• Deliverable: Propose a Program
  - E.g., some set of events that will be staged, or structures that will be created, aimed at reducing the target inequity

• Discuss and propose department-level programs that chairs/departments can implement or promote—targeting identified inequities—and the mechanisms needed to assess their efficacy. (You may propose more than one.)

• The Reporter should complete the Third Breakout Deliverable sheet on page 6
  ✓ Deliverables due at Noon
Breakout Deliverables

**Breakout Reporting (Tuesday, 3:30-4:30PM)**

- Breakout Reporter delivers a 7-8 minute oral report
- Slides, if desired (use USB stick to transfer to presentation laptop)
- Summarize the targeted diversity inequity, *proposed program*, potential outcomes, and proposed assessment methods. (You may propose more than one.)
# Breakout Groups

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<thead>
<tr>
<th>Helium Group</th>
<th>Krypton Group</th>
<th>Neon Group</th>
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<tbody>
<tr>
<td>(Female Faculty)</td>
<td>(URM Faculty)</td>
<td>(URM T)</td>
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<tr>
<td>David P. Giedroc</td>
<td>Luigi Marzilli</td>
<td>Brian B. Laird</td>
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<td>Kay Brummond</td>
<td>Craig T. Martin</td>
<td>M.G. Finn</td>
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<td>Stephen E. Bradforth</td>
<td>Robert McMahon</td>
<td>Robert E. Maleczka</td>
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<td>Judy Kim</td>
<td>Wilson A. Francisco</td>
<td>James Martin</td>
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<td>Adam Veige</td>
<td>Ted Goodson</td>
<td>Jeff Johnson</td>
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<td>Charles Rice</td>
<td>Timothy J. Shaw</td>
<td>Jason DeRouchey</td>
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<tr>
<td>Sandra Laursen</td>
<td>Isaiah Warner</td>
<td>Rick McGee</td>
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<td>Alveda Williams</td>
<td>Greg Robinson</td>
<td>Archie Ervin</td>
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<tr>
<td>Arturo Casadevall</td>
<td>Larry Dalton</td>
<td>Luis Echegoyen</td>
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<tr>
<td>Amy L. Graves</td>
<td>Frank Debbin</td>
<td>Sara Prince</td>
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<tr>
<th>Xeon Group</th>
<th>Argon Group</th>
<th>Radon Group</th>
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</thead>
<tbody>
<tr>
<td>(Female Trainee)</td>
<td>(Intersectionality, Faculty and Trainee)</td>
<td>(CWD and LGBT, Faculty and Trainee)</td>
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<tr>
<td>Mary Cloninger</td>
<td>Kenneth D. Karlín</td>
<td>Nicole S. Sampson</td>
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<td>Gregory Girolami</td>
<td>Ron Halterman</td>
<td>Miguel Garcia-Garibay</td>
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<td>Susan Kautzianich</td>
<td>Peter C. Stair</td>
<td>Simon North</td>
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<td>David Cliffel</td>
<td>John Santi Lucia</td>
<td>Charles Schmutternaer</td>
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<td>Steve Corcelli</td>
<td>John Bading</td>
<td>Diego Troya</td>
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<td>Jennifer Shumaker-Parry</td>
<td>Phil Buhlmann</td>
<td>Owen Priest</td>
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<td>Rebecca Y Lai</td>
<td>Malika Jeffries-EL</td>
<td>Erin Cech</td>
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<td>Megan Grunert</td>
<td>Madeline Jacobs</td>
<td>Cyndi Rowland</td>
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<td>Cathy Tway</td>
<td>Brittny Johnson</td>
<td>Chris Bannochie</td>
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<tr>
<td>Charles R. Ebersole</td>
<td>Mia Ong</td>
<td>Karl Booksh</td>
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Alveda Williams
The Dow Chemical Company
Other Logistics

• **OXIDE Self-Assessment** is critical
  - Pre-survey: Completed online before NDEW 2015
    ✓ Thank you!
  - Daily Surveys: Please hand to the registration desk before leaving for the day.
  - Post-Survey: Will be conducted on-line within a few weeks
  - Long-term Survey: Will be conducted on-line in 6-12 months.

• **Request to Speakers:**
  - Please transfer your presentations to our laptop prior to a session
  - Preferably at the conclusion of previous session
Welcome to NDEW 2015