

NDEW 2015

Closing Remarks
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OXIDE: Who We Are

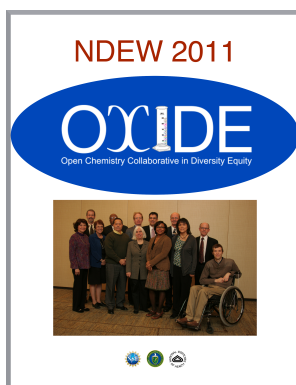
Open Chemistry Collaborative in Diversity Equity

We aim to flatten diversity inequities in academic chemistry departments by placing the responsibility and credit on institutions and administrators, not on single change agents

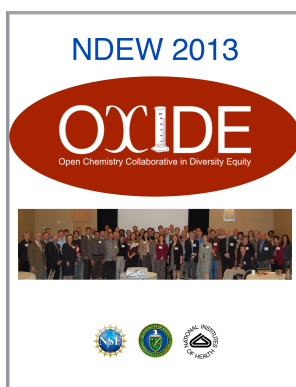
Inclusive Excellence is Diverse



...along many vectors...



- The workshop included all four URG target areas for the first time
- Specifically included LGBTQIQ focused speakers
- Highlighted the notion of inclusive excellence and enlightened self-interest with regards to competition for institute-wide and national resources
- Solo status is a significant barrier contributing to the losses in recruitment and retention of URG faculty
- Agency talks spread through the meeting for the first time
- Deemphasized demographics by discussing them in the last session, not the first
- Introduced WORKING breakout groups with deliverables



- LGBTQIQ spanned an entire focus session, highlighting barriers and solutions
 - e.g. Organizations need to have LGBTQIQ policies which address protection of identity and gender markers on Legal, HR, and Medical forms
- Committees should search in broad areas to access a more diverse and talented pool
- Recognition that stereotype threat makes it more challenging for URGs to succeed once hired
- Recognition that positive experiences and perceptions of campus climate increase retention rates



- Focus on Intersectionality and in particular, Women of Color
- Focus on future faculty (& how it dovetails into recruiting)
- Recognition of real-world barriers and how they affect individuals in the academy. Many barriers (in addition to implicit bias) contribute to diversity inequities.
- Recognition that there is a need for improved climate (through, e.g., the use of safe counter spaces)
- Recognition that there is a need for transparency and communication through diversity statements
- Recognition that there is a business case for diversity in academia

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Your Deliverables (w.r.t. your charge)

- In your breakouts, you have:
 - Developed hypotheses for redressing a targeted diversity inequity
 - Recommended policies
 - Recommended programs
 - Included assessment plan
 - **Implement one or more of them!**
- Fill out Surveys regarding NDEW
- Recycle badges
- Answer yesterday's "OXIDE Faculty Demographics Survey" e-mail
 - Many of you already have; Thank you!



ToDo List from NDEW2013

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!

OXIDE – Diversity Equity Slides, Draft 1.1

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Recommendations

- Chairs should be seen as champions for diversity and inclusive excellence:
 - Develop a written diversity statement and publicize it
 - Hold committee chairs accountable for diversity outcomes
 - Diversity exercises should be volunteer or at least appear to be bottom up rather than top down
- Chairs should ensure that mentoring is vertical and rewarded
- Conduct climate survey *periodically*



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Recommendations

- Need for policies to:
 - Address work-life balance
 - Address tenure clock stoppages OR modified-duties
 - Address faculty and trainee parental leaves
- Publicize/discuss the business case for diversity
- Track/identify overburdening of your URG faculty
 - Identify internal or external factors
 - Work with URG faculty to identify mechanisms that compensate/alleviate extra workload
- Create a weekly or monthly standing lunch for faculty to discuss diversity (towards improving climate top down)



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Tools / Resources

- All OXIDE produced slides will be available within the next few days
 - Department Diversity presentation already available
- Speaker presentations will be posted as we convert them to pdf's and they are approved by speakers
 - Some presentations may be embargoed longer and/or supplied with redactions
- Publications:
 - Check out ACS Symposium Series article*
 - Workshop reports to follow later this year
 - C&EN article on demographics to appear this year
- oxide.gatech.edu portal has some links to articles and programs (we are actively updating resources)

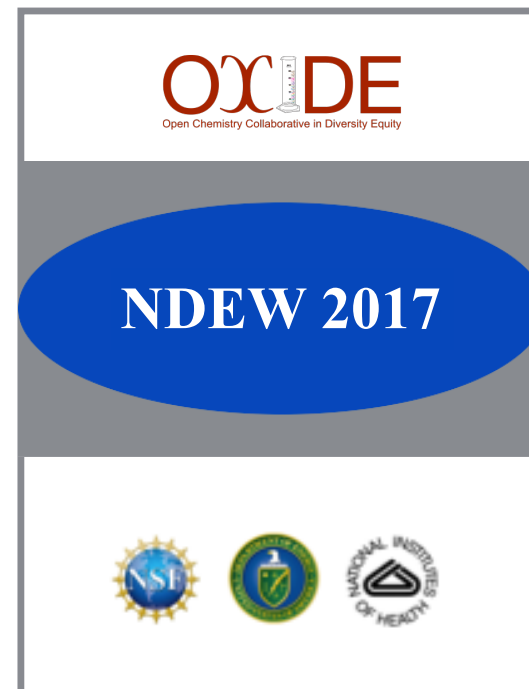


*Hernandez and Watt, "A Top-Down Approach for Diversity and Inclusion in Chemistry Departments," in *Career Challenges and Opportunities in the Global Chemistry Enterprise*; ACS Symposium Series, Vol 1169, edited by H. N. Cheng, S. Shah, and M.L. Wu, Chapter. 19, pp. 207-214 (ACS, Washington D.C. 2014).

NDEW 2017

Looking Forward

- April 2017 in DC, exact dates & location TBD
- 2016 & 2017 Diversity Catalyst announcements (April of each year)
- More Tools! (To be discussed and on-line)
 - Diversity Statements
 - Mentoring/Coaching
- URM Focus
- Postdoc to Faculty Transition
- Topics from you!



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Acknowledgments

Speakers

Participants

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Special Thanks to the OXIDE Team!



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And the rest of the team...

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Ms. Xiao "Nicola" Yu

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“Sometimes it is the people,
who no one imagines anything of,
who do the things that no one can imagine.”

Joan Clarke, *The Imitation Game*