Diversity Committee Meeting 11/12/19

Charge memo from department:
1. Evaluate where we stand with respect to other peer chemistry departments; understand measures that are taken to achieve positive outcomes – what are the proven strategies to enhance diversity and inclusion?
   a. Rigoberto workshops on diversity – exceptional chair highlights (Bill Tolman example) (Minnesota, Penn State, Purdue, Utah)
   b. Define positive outcomes – gender, LGBTQ, as well as underrepresented minorities – how do we track and define this: inward facing response
   c. Growing diversity as well as creating an inclusive environment
   d. Mission statement/statement of core values: everyone contributes to diversity (embracing culture vs checkboxes) - how do we retain and enhance the perspectives that a diverse community brings to our department: outward facing response
2. Identify UW support programs to connect our students to
   a. centralized resource database (website)
   b. Document for recruiting
3. Examine leave policies for grad students and postdocs (and faculty) – what is the current state mandated leave policy, should we augment this? Related, for faculty, how do we avoid penalizing faculty for time off due to family/health obligations? Are there existing practices that we can model?
   a. Clear statement on what the policies are and what the department values are
   b. We need a separate committee to formulate this
   c. Does the Washington mandate apply to graduate students? (probably not since they are part time employees)
   d. What funds can be used to pay for paid leave (department funds, federal grants)
   e. NIH policy (PI, but not trainees)
4. Faculty and student recruiting – guidelines
   a. SACNAS / NOBCChE (November)
      i. Erin Kirschner BPSD – coordinate to have her represent us at ABRCMS and we can represent them at SACNAS/NOBCChE
      ii. 2x 8hours at expo
      iii. we need posters to draw people in
      iv. Business card for the graduate program
      v. Business card for application fee waivers
      vi. Postcard ad for department to hand out at poster session – one part for writing notes on
      vii. ABRCMS and NIH PREP meeting
      viii. Need faculty representative (and maybe student – we need to find that person - InCS, etc) every year
   b. Second (or early) recruiting weekend specifically for URM students
   c. Faculty applications: required diversity/inclusivity statement – provide examples (sentences to pages)
d. Student statement of purposes – some statement about including DEI activities (task for Spring quarter)
e. How do we improve retention? What are best practices?
   i. Orientations, peer mentoring, rotations, summer research acceleration awards
      (timeline issues?)

5. Website
   a. Sites.uw.edu - shared netid inclusivechem (Matt)
   b. Mission statement/statement of values
   c. Diversity committee
   d. InCS and related student groups in department
   e. University-wide diversity initiatives and groups
   f. Recordings of student speeches (award dinner, etc) - voices from the department
   g. Leave/family friendly policies
   h. Stock photography
      i. Statement from department about photos that can be used
      ii. Get UW photographer to take photos of InCS/diversity committee, etc.

Other initiatives:
6. ACS Bridge partner site application: 5 pages, due June 1
7. Department outreach – events and materials
8. Student/Postdoc/Lecturer involvement - Tam’ra Kay and InCS rep? - invited student guest?
9. Quarterly brown bag lunches
   a. Ask: what are the things that students have found valuable for getting included in the
department when they start
10. Resource for faculty on getting diversity supplements and a backstop for department
    funding if those supplements don't come through (NSF summer, NIH postdocs; issue there
    is a lag to get the funds)
11. LSAMP (Alexandra) - spring quarter power hour, 2nd Wednesday – invite interested diverse
    undergrads to mentor meet and greet; include graduate/postdoc folks as well
12. Invite diversity leaders from around campus periodically to figure out how we can better
    coordinate (every 3 months):
       a. Terry Ward – school of medicine – director of many diversity programs

Homework:
1. Department website comparisons
2. Mission statement
3. Shared google drive (Alexandra)
4. Document of UW and Chem resources on DEI for students
5. Ideas on initial recommendations on leave policies to present for evaluation – timeline for
   passing this to another more focused committee
6. Need policy for summer acceleration fellowships for URM students – need protocol for
   flexibility on start dates. Need by April(ish).

Meet monthly and work on one bullet point.