

Creating a Culture of Diversity and Inclusion in Your Own Department, Division, and Institution

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As white, cis-gender, female, U.S. citizens, we recognize that our perspectives are shaped by white supremacy in this culture. There is tremendous work to be done at academic institutions. We offer these thoughts and suggestions to move higher education to be more inclusive and equitable moving forward. We welcome suggestions and additions/subtractions to this document to improve ourselves and the resource here (email us or add a comment).

Understanding that structural problems have created many of the systems which facilitate inequities in our communities is an important acknowledgement. However, many of us feel stuck and unable to change the policies and procedures which are part of our daily lives. It is worth pointing out that there is no silver bullet, and the work to be done is ongoing and takes all of us. If we are each able to make small changes, the work can come together to make big impacts. To this end, we've created a resource document with ideas on how you can work within your own community to push back on the status quo and to create an inclusive and equitable space for those around you.

Statements & Policies (Visibility & Accountability)

The first set of examples we provide are meant to generate conversations within your institution, department, division, hiring committee, and tenure & promotions committee. While the examples provided are grounded in conversations and statements (as opposed to actions), we believe that having local conversations can often be among the most powerful tools to change local climate. Below are examples of end products that have the potential to drive important discussions with your colleagues, and we encourage you to find additional creative ways to keep the conversation going at your own Institution.

- Institutional DEI statement - potentially put forward by the faculty executive committee, a teaching & learning center, or the dean's office, you could start by drafting (with colleagues?) a statement which synthesizes DEI values with the mission of the college. Some examples of Institutional DEI statements include:
 - Cornell College, [Diversity and Inclusion Statement](#)
 - Biola University, [Diversity](#)

- Eastern Kentucky University, [Division of Diversity, Equity, and Inclusion](#)
- Divisional or Departmental DEI statement - bringing to your department the task of writing an internal DEI statement will encourage the department members to work together on the issues most pressing in your own smaller space. Some examples of departmental DEI statements include:
 - Cal Poly San Luis Obispo, Department of Statistics, [Statement on Diversity, Equity, and Inclusion](#)
 - University of Minnesota, School of Public Health, Division of Biostatistics, [Diversity, Equity, and Inclusion](#)
 - Carleton College, Department of Mathematics & Statistics, [You are Welcome Here](#)
 - North Carolina State University, Department of Statistics, [Diversity and Inclusion](#)
- Hiring - including DEI language in your job advertisement and guiding candidates on what your DEI goals are will facilitate hiring colleagues who have the same DEI focus as your department. Some examples of DEI language in hiring include:
 - Cal Poly San Luis Obispo, Department of Statistics, [job advertisement](#)
- Hiring - additionally, there is often a hidden curriculum, unstated norms and assumptions, to academic hiring. To make your hiring more inclusive, it is important to explicitly state the full job description and the criteria by which candidates will be evaluated so that applications can be prepared with those in mind. Some examples include:
 - [Macalester Job Advertisement](#)
- Tenure & Promotion guidelines - ideally, an institution will value DEI work enough to put DEI criteria into their tenure and promotion guidelines. Even if it seems like a long road to change T&P guidelines, you can start the conversation now, with your colleagues across the disciplines. Some examples of institutions with DEI criteria in their T&P guidelines include:
 - Pomona College, page 67 in [Faculty Handbook](#)
 - Cornell College, page 41 in [Faculty Handbook](#)
 - Juniata College, page 39 in [Faculty Manual](#)
 - Bates College, page 11 Article II in [Faculty Handbook](#)

Concrete Programming and Initiatives (Values into Action)

Beyond having conversations and writing statements, there are many concrete actions you can take to develop programs and create inclusive and diverse spaces. We provide some examples below, but we encourage you to use other resources to continue to learn what other institutions are successfully doing. For example, if you attend the Joint Statistical Meetings, look for sessions which are sponsored by the [Jedi Outreach Group](#).

Cultivating community

- Designate a service role as DEI advocate that focuses on community and climate as it relates to DEI
- Create a committee (e.g., see [NCSU](#)) of faculty and students that focuses on community and climate as it relates to DEI
- Host listening sessions for various groups (faculty, staff, students or a mix) facilitated by external individuals to identify existing strengths, weaknesses, barriers, and opportunities for growth.
- Join & support [Math Alliance](#) as an institutional affiliate, mentor, or scholar.

Training

- Culturally Responsive Mentorship Training (e.g. [HHMI Mentorship Skill Development](#))
- [Train Teaching Assistants to foster inclusive environments](#)
- Host DEI Workshops or Seminars (e.g. [Chavella Pittman](#), [Kim Case](#))
- Participate in the JEDI Outreach Group [webinars](#)

Student Programming

- Student cohort building
 - [Pomona Scholars of Mathematics](#) at Pomona College
- [Peer Mentoring](#) for students and for junior faculty