Using Race Subject Matter-Aware, Identity Neutral Criteria

Breakout #2 for FAN Workshop with Jamie Lewis Keith

A. Student admission or faculty hiring (target of opportunity or regular)

1. What opportunities do you see to enhance both climate and diversity?

Prioritizing legacy admissions can harm diversity. Focusing on personal Statements can help improve diversity, distance traveled.
— ANONYMOUS

Increasing the weight of service can help diversify faculty hiring.
— ANONYMOUS

Creating programs focused on areas of scholarship for faculty recruitment could be used to help recruit from diverse backgrounds.
— ANONYMOUS

2. What are the challenges—what changes and support (beyond funding) are needed for success?

How are we going to educate everyone who participates in admissions processes on the new ruling? Additional pressure is also going to be put on our legal departments. — ANONYMOUS

3. What are the first steps to implement—what roles would need to be engaged?

Survey what initiatives exist that would need to be reviewed and perhaps amended — ANONYMOUS

B. Research support (student research funding; faculty start-up packages or seed funding)

1. What opportunities do you see to enhance both climate and diversity?

Offer funding for research that might not be offered at other institutions (Mellon, etc). Increasing awareness on campus, partnerships. — ANONYMOUS

Empowering people within the community. — ANONYMOUS

Cross-disciplinary work supported by seed funding. 5-10K - + faculty impact. mentoring. — ANONYMOUS

2. What are the challenges—what changes and support (beyond funding) are needed for success?

Strong mentorship and diverse teams with different lenses.
— ANONYMOUS

Minority tax (if you identify as underrepresented, then often appointed as advocate and keeps them from progressing - seed funding might protect from this. — ANONYMOUS

Knowledge about service activity faculty are committing to.
— ANONYMOUS

3. What are the first steps to implement—what roles would need to be engaged?

Leadership commitment — ANONYMOUS

Mentoring - structure, value, expectation. — ANONYMOUS

Staff in place to support the process. — ANONYMOUS

Practical examples of mentoring success during hiring process
— ANONYMOUS

Transparency - clarity on expectations and documentation on how people receiving support are progressing. — ANONYMOUS

C. Mentoring/Professional Development/Training (for faculty or students)

1. What opportunities do you see to enhance both climate and diversity?

If mentoring and professional development programs are expanded with input and inclusion of diverse faculty with a view on equity, and are available for all faculty, irrespective of rank. — **ANONYMOUS**

opportunity to engage with people who are truly committed — **ANONYMOUS**

May increase motivation for all to gain better mentoring skills that could benefit mentees — **ANONYMOUS**

2. What are the challenges—what changes and support (beyond funding) are needed for success?

how to engage people who are unwilling to grow or lean in to inclusive culture — **ANONYMOUS**

how to evaluate our offerings for intent and impact — **ANONYMOUS**

the ability to tailor/ advertise professional development programs to those that need it more — **ANONYMOUS**

Help leaders pace themselves and their energy to do the work — **ANONYMOUS**

Clear explanation of criteria--get questions on how to assess true engagement and knowledge — **ANONYMOUS**

3. What are the first steps to implement— what roles would need to be engaged?

Sort faculty into knowledge/commitment levels to address groups 'where they are'; including ignoring individuals who are impediments during early onboarding — **ANONYMOUS**

define clear outcomes/goals; what are the inputs and outputs — **ANONYMOUS**