Application Deadline: October 28, 2016, 5pm

What is the Diversity and Inclusion Fellows Program?

The Diversity and Inclusion Fellows Program will bring together a group of faculty, graduate and undergraduate students, post-docs, and staff who will individually and collectively work to foster a community of practice focused on key themes related to diversity and inclusion at Georgia Tech. The program helps participants push their action, research, and teaching in new ways while contributing to furthering diversity and inclusion in our campus community. Since this is a new program, the participants will have the opportunity to take an active role in shaping it and help it to evolve over time.

The primary question driving the program will be: *What are engagement, teaching, and/or research initiatives and workplace practices that leverage our capacities as individuals (researchers, educators, students and staff) to contribute to improving diversity and inclusivity on campus?*

The bottom-up nature of this program recognizes the importance of ensuring that the Institute leverages the thoughts and actions of each individual in promoting diversity and inclusion. This complements Institute-run initiatives and programs dedicated to the same. The program is the result of a proposal submitted to the Strategic Planning Advisory Group (SPAG) in Spring 2016 by a group of faculty, staff and students in response to a call for proposals aligned with the Georgia Tech Strategic Plan, *Designing the Future* (the preamble of the proposal is included in the Appendix). The SPAG funding[1] will be administered by the Office of Institute Diversity.

Benefits and Outcomes.
- Personal and professional growth, with demonstrated commitment and skills, about diversity and inclusion knowledge and practice;
- Recognition as a Fellow;
- Outcomes will be commensurate with Fellows' engagement and may include increased workplace diversity and inclusion, new collaborations, initiatives, or partnerships, and individual/joint courses or research proposals.

Commitments. The program will through July 1, 2017. During this time, Fellows are expected to:
- Complete an individual action, teaching, or research objective by July 1, 2017 and share with the campus community (dissemination will be facilitated by the Office of Institute Diversity);
- Contribute to a group project, to be determined together, that will raise the profile of this theme on campus or make a campus-wide contribution;
- Attend 6 meetings (1 kick-off meeting in Fall and 5 more through the end of the program).

Individual/group projects may be of the following nature, but not limited to this list:
- developing recommendations and content for new Institutional training programs,
- creating and executing a pilot educational program and submitting a new SPAG proposal to expand that pilot,
- writing a white paper as the basis for an agency proposal, or writing the proposal itself,
- collating best practices for increasing diversity or enhancing inclusion of a given campus group,
- creating guidelines for diversity and inclusion training for new students, staff and faculty (e.g., participating in New Faculty and Staff Orientation),
- creating a mentoring program for incoming students, faculty, or staff, informing them about issues related to DI, encouraging them to get involved in DI-related activities,

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[1] Supplemented by funding from the Vice Provost of Graduate Education and Faculty Development and the ADVANCE Professors.

- advising on diversity and inclusion initiatives in the classroom and staff meetings. For example, teaching faculty about preferred pronouns,
- visiting research labs and leading a peer-to-peer dialogue with the students in the lab about DI-related issues[2].

Funding.

We envision running three Fellows groups per year with 6 participants and a Lead in each group. The Lead will facilitate and coordinate the group meetings and the group project, and be responsible for ensuring there is a final deliverable that can be used/shared. Each Fellow will receive $1,000 and the Lead will receive $2,500. These funds will be disbursed upon selection as a Fellow and may be given as salary, discretionary funds for research and teaching, stipend, or fellowship (depending on the position and circumstances of each person, and as dictated by the allowable use of funds). In addition, each Fellows group can request up to $2,500/year supporting their activities, to be spent according to the rules that dictate allowable uses of state funding.

Who Should Apply for the DI Fellows Program?
- All Georgia Tech faculty, post-doctoral fellows, staff, graduate or undergraduate students are welcome to apply.
- Applicants should have an individual action, teaching, or research objective that will contribute to (e.g., holding workshops, collaboration with Staff Council and/ or Georgia Tech Employee Resource Groups, starting a student peer group, organizing panels, developing a creative product, writing a proposal) or create the capacity to contribute to (e.g., by developing a new program proposal, developing a training module to be administered in subsequent semesters, developing new knowledge, writing a white paper as the basis for a proposal) furthering diversity and inclusion in their unit, division or at the Georgia Tech level.
- Applicants should be excited about remaining engaged with the group on a sustained basis. While the fellowship will only last formally through June 2017, our goal is to establish long-term relationships among participants, and between participants and existing campus initiatives for long-term impact.
- To push our thinking in new directions, we are seeking both fellows who have been immersed in this topic as well as those interested in connecting to it from different fields and perspectives.

How to Apply. *Deadline: October 28, 2016, 5pm*

The application includes:
- A brief statement articulating your interest in becoming a DI Fellow, including what you believe you can contribute to the Fellows program and what you hope to achieve from participating in it;
- A brief description of your individual action, teaching, or research objective that is consistent with diversity and inclusion theme (please indicate if you have an interest in being a Lead for a Fellows group);
- Your CV or resume;
- Postdoctoral fellows and graduate student applicants should also include a letter of recommendation from their faculty advisor.

Applications will be collected through T-square. To upload, please follow these steps:
- Log into T-square with your GT credentials;
- Click on "Membership" under Workspace Tools;
- Click on "joinable sites";
- Search for "Diversity&InclusionFellow" and join;
- Go to your "Diversity&InclusionFellow" site and upload your application to Dropbox.

How to Nominate. *Deadline: October 21, 2016, 5pm*

Please nominate through this Google form.

Questions? Contact Magnus Egerstedt (magnus.egerstedt@ece.gatech.edu) or Beril Toktay (toktay@gatech.edu).

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[2] This might be patterned after the very successful VOICE training program (www.voice.gatech.edu), where students are trained to convey information and facilitate discussions in the area of sexual violence.

Preamble of the Proposal Submitted to SPAG.

Summary. In response to the Institute commitment to diversity and inclusion (DI), we seek to develop a broad-based, bottom-up program that engages students, faculty and staff and that complements administration-led efforts on diversity and inclusion. The Georgia Institute of Technology culture is at its core one of excellence. Whatever we do, we do well, may it be research, education, or service. However, a corollary to excellence is diversity: diversity of thought requires diversity of background. Through this proposal, we are explicitly targeting the Georgia Tech culture by aiming to make diversity and inclusion fundamental attributes to who we are. But culture is hard to affect, which is why the principle around which all of the proposed efforts are organized is that of the engagement and interaction of different campus constituencies.

The proposed efforts aim to fundamentally move the conversation closer to the people on campus through initiatives for continuing to raise awareness and cross-constituent engagement on DI issues. The program's overarching goal is to create awareness about DI by developing a positive and inclusive culture, cultivating a network of ambassadors, and creating an environment where people feel safe, comfortable and empowered to discuss DI. This proposal describes our vision for how these activities should be structured, how they connect, and how they hope to affect cultural change on campus.

<u>**Background and Context**</u>. The GT Climate Survey (Sept 2013)[3] offers evidence for the need for a cultural change at Georgia Tech.

For the statement "Georgia Tech is generally a comfortable and inclusive environment for me," climate survey results for faculty, staff, and students indicate that progress needs to be made, and also show some disparities between men vs. women, and URM vs. non-URM participants. Among staff, 54.2% of men versus 44.1% women (53.9% of non-URM versus 38.1% of URM) strongly agree with the above statement. For the same statement, 44.4% of non-URM and 33.6% of URM graduate students strongly agree. These numbers are 36.8% of non-URM and 34.9% of URM for undergraduates. Among faculty, 39.8% of non-URM and 29.7% of URM, and 44.3% of men and 22.2% of women faculty strongly agree.

For the question "How comfortable are you discussing diversity related issues with [instructors/faculty, staff, administration]?" undergraduate student percentages who strongly agree range from 20.4-22.0% for non-URM and 28.5-29.7% for URM. These results indicate that current dialogue and conversations among faculty, staff, and students related to diversity and inclusion have a significant potential for growth.

Over half of the responding female faculty (51.6%) reported that they had experienced instances of marginalization at Georgia Tech in the past three years (in comparison with 10.9% male faculty). 41.7% of URM faculty reported instances of marginalization attributed to race/ethnicity (in comparison to 7.1% of non-URM faculty). There is work to do until all constituencies report high levels of satisfaction with diversity and inclusion on campus.

A recent study in Proceedings of the National Academy of Sciences (PNAS) finds that when confronted with empirical evidence about gender bias, men evaluate the quality of the research less favorably than women (Handley et al, 2015). In other words, evidence alone is not enough to affect change, we need to influence the

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[3] http://facultygovernance.gatech.edu/GFGFAAS2014-102213-M-Attach1.pdf

culture. To do that, we need to move from an implicit agreement that diversity and inclusion matter, to a campus where everyone feels able and encouraged to explicitly discuss what that will actually take.

In this proposal we offer a multi-pronged set of activities and a broad group of participants. Proposed initiatives include: (i) *DI Councils* composed of faculty, students, and staff, to work on issues related to DI, propose initiatives, and establish a link between the units and established programs and administration at GT. (ii) *DI Fellows* Program (by application and/or nomination) that brings together groups of faculty, staff, post-docs, and students to form a community of practice around diversity and inclusion. (iii) *Personal Narrative Library* consisting of a curated set of oral and/or written stories of personal experiences coming from all constituencies at GT.