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Supporting Inclusiveness in Graduate Education

Moving from Advocacy to Strategy

Lisa A. Tedesco

Vice Provost for Academic Affairs – Graduate Studies

Dean, Laney Graduate School

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Presentation Overview

- ❖ Reports and Recommendations
- ❖ Framing the Discussion: Why Diversity and Inclusion Matter
- ❖ Moving from Advocacy to Strategy
- ❖ Roles and Responsibilities



Broadening Participation in Graduate Education¹

- Provides data and trends
- Understanding difference and “dependence” of diversity and inclusion
- Successful efforts in graduate education
- Policy needs
- New approaches from exemplary programs

“Diversity is an asset – an enabler that makes teams more creative, solutions more feasible, products more useable and citizens more knowledgeable.”

“If other countries are first in the world in terms of technological mastery and innovation, we risk losing more than our market share – we risk our national security.”

¹ Broadening Participation in Graduate Education. Council of Graduate Schools. 2009



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Reports and Recommendations

NIH Biomedical Workforce Diversity Report

- Examined Ginther, et al.² report and other available data on the success rates of NIH extramural applicants, as well as intramural investigators
- Explored causes for the differential funding success rates observed between ethnic/racial groups
- Recommended long-term strategies
- Paying attention to the pipeline by understanding the transitions
- Search and recruitment of first Chief Office for Scientific Workforce Diversity

²Ginther DK, Shaffer WT, Schnell J, Massimore B, Liu F, Haak LL, Kington R. Race, Ethnicity and NIH Research Awards. 2011. *Science*. 333: 1015-1019.



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Framing the Discussion: Why Diversity and Inclusion Matters

Why Diversity Is Important³

- NIH Motto: “Turning Discovery Into Health” is an active phrase underscoring that people are the lifeblood of biomedical research
- Innovation requires a range of skill sets and viewpoints borne of diverse backgrounds
- Creativity is enhanced
- The scope of inquiry is expanded
- Narrowing the health gap by more effectively addressing disparities in population health status
- Promoting and ensuring fairness in the use of public funds
- Enhanced decision making
- A diverse workforce permeates all aspects of the national health-related research effort

Diversity Makes Better Science⁴

- Diverse perspectives often are associated with diverse research foci and the generation of new findings
- Both equity outcomes as well as knowledge production in the sciences are enhanced by attention to cultural diversity, specifically ideas, methods, populations and sites of scientific practice.

³Tabak L. (2012) Why Diversity is Important. NIH Update on Diversity in the Biomedical Research Workforce, Regional Seminar on Program Funding and Grants Administration.

⁴Medin D, Lee C. Diversity Makes Better Science. 2012. *Observer*. Vol. 25, No.5.



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Framing the Discussion: Moving to Action

- Messaging consistent about why diversity is important, why it matters
 - Tie into national and global discussions and trends
 - Demonstrate why it's important at “home” institutions

- Messaging should be consistent across platforms, including presentations, oral and written narratives, discussions, and annual planning with leadership and programs

- Messaging should be supported by initiatives and programming that build credibility and create opportunities to advance discussion and enhance understanding of diversity and inclusion's importance
 - Sponsored talks/discussion
 - Commitment to nurturing community and developing networks of mentors
 - Ongoing training that supports reflection, discusses best practices and advances new ideas/initiatives
 - Recruitment

- Monitoring metrics



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From Advocacy to Strategy at Emory

➤ Recruitment

- ABRCMS, SACNAS, Thurgood Marshall Leadership Institute & Graduate Recruiting Fair, STEM Symposium

➤ Emory Graduate Diversity Fellowship

➤ Events

- Receptions/events to promote community, invited speakers and workshops for students and faculty

➤ Support Services

- Back-up care, financial literacy, financial support

➤ Partners

- James Weldon Johnson Institute, Center for Faculty Development and Excellence, Office of International Affairs, Halle Institute, New Thinkers/New Leaders, MARBL Race and Sports in American Culture Series, The Carter Center

➤ Programs

- Biomedical Engineering, Master's in Development Practice, Mellon Graduate Teaching Fellowship, English Language Support Program, Program for Scholarly Integrity, Challenge & Champions



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From Advocacy to Strategy at Emory *Continued*

- NIH IMSD Program
 - Grant to increase the number of undergraduate and graduate students from underrepresented groups who complete doctoral degrees and enter the biological and biomedical sciences research workforce
 - Broad participation across graduate programs as well as undergraduate and post-baccalaureate programs
 - Multiple mentors from different stages of training and research careers
 - Builds upon existing infrastructure and programming (such as BEST, SIRE, PREP, CFDE)

- Diversity programming
 - NIH Directors Pathfinder Awards speaker series (McGee, Carnes)
 - Academic Learning Community seminar on Emory and the Future of Hispanic/Latino Higher Education
 - New Frontiers in Race and Difference series
 - Neuroethics Symposium: Bias in the Academy
 - STEM Research and Career Symposium
 - How Stereotypes Affect Us and What We Can Do (Steele)
 - Why Minorities Fall Behind (Tienda)



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Roles and Responsibilities - What Graduate Deans Must Do

Graduate deans are positioned to initiate and guide diversity and inclusion. We must set goals for real and permanent positive change.

- Determine focus of discussion and efforts
- Set standards and evaluate progress
- Provide recognition to programs for diversity and inclusion
- Establish partnerships with units across institutions at multiple levels (leadership, faculty, staff, students)
- Be involved with faculty hiring, tenure and promotion when related to graduate programs
- Work directly and specifically with other deans
- Be the convener – graduate deans can “see” the campus in ways others can’t



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Thank you.

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