Tools for Fostering Equity and Inclusion in SESE

Top-Down v. Bottom-Up Solutions

Karageozian, Colloquium (02/17/21)
How did we get here? Where are we going?

Academia is progressing further away from previous organizational structures which opens the door to positive reform with respect to DEI initiatives.

Past → Present → Future

- Shift away from “Old Guard” style institutions
- Focus shift to students and post-grad outcomes
- Social shift of academia towards inclusivity
- Focus on healthier work environment
- Hunger for positive reform with respect to DEI

SESE JEDI Task Force!
Building strategic plans and goals for progress in the department over the next few years

Finite time and resources

Morley (1997)
Petty & Porter (2010)
Where is our energy best spent?

In academia does change top-down or bottom-up create longer-lasting and more sustainable reform with respect to justice, equity, inclusion, and diversity?

Top-Down
- Administrators
- Directors
- Policy Makers
- Educational Boards
- University Presidents

Bottom-Up
- Faculty
- Staff
- Postdocs
- Graduate students
- Undergraduate Students

Groups can be defined by group members and by unique catalysts for change
Top-Down Change
How universities/administrations can reinforce equity and inclusion in academia

Drive for Change

- **Efficiency**: Efficiency is increased when DEI is a focus of the university
- **Productivity**: Productivity is increased when DEI is a focus in the workplace
- **Workplace Wellbeing**: Positive workplace environments focused on constituents
- **Recognition**: DEI-driven institutions look more attractive to prospective members

Tools for Change

- **Hiring Practices**
- **Yearly Progress Assessments**
- **Accountability Standards**
- **Open Communication Structure**

Drive for Change

- **Workplace Culture**: DEI focus reinforces a positive and healthy workplace
- **Student/Faculty Success**: Tools for ALL parties to achieve personal/professional growth
- **Longevity of Initiatives**: Non-performative, constructive change over time
- **Awareness**: DEI-awareness builds a bridge between all community members

Tools for Change

- Workshops & Training
- Student Financial & Health Support
- Chain of Advocacy
- Graduate Councils + Faculty Meeting Groups

Bottom-Up Change

How faculty and students can reinforce equity and inclusion in academia

Dover et al. (2020), Laver et al. (2018), Price et al. (2005), Uslu et al. (2018)
Recipe for fostering equity in SESE...

1. **We need a two-sided approach**
   Institutions that focus solely on top-down policy change don’t see lasting positive reform.

2. **We need explicit and broad intent for all SESE members**
   Initial intent (drive) for change needs to be focused on benefiting all community members, and that intent need to be shared as explicitly as possible.

3. **We need consistency of progress**
   Institutions that build multi-year plans and safeguards to monitor progress over time see more longevity in their policy changes.

With combined top-down and bottom-up solutions, **EVERYONE** is empowered to be a change maker.
Thank you!

We encourage you to use our white papers as conversation starters, literature resources, and a catalyst for change.