

# 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**



# 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?



VS



## Top-Down

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

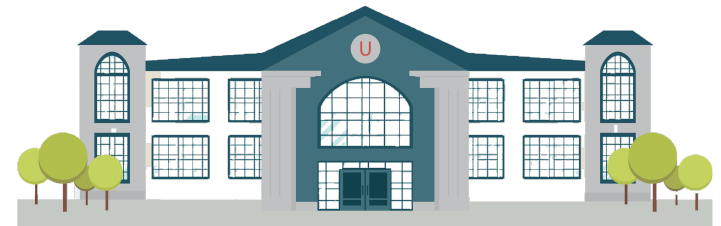
## Bottom-Up

- 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



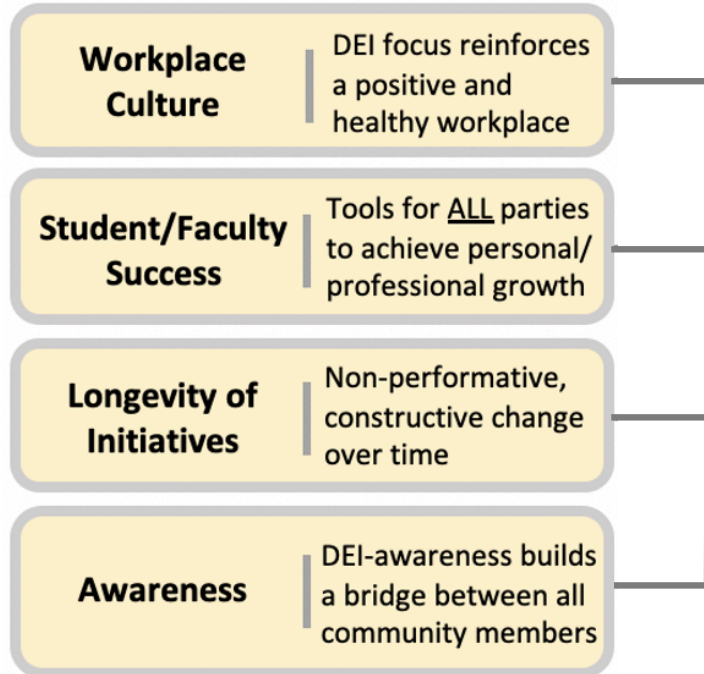
#### Accountability Standards



#### Open Communication Structure

Hernandez & Watt (2014), Muñoz et al. (2017), Sekaquaptewa et al. (2019), Uslu (2018)

## Drive for Change



## Tools for Change

Workshops & Training



Student Financial & Health Support



Chain of Advocacy



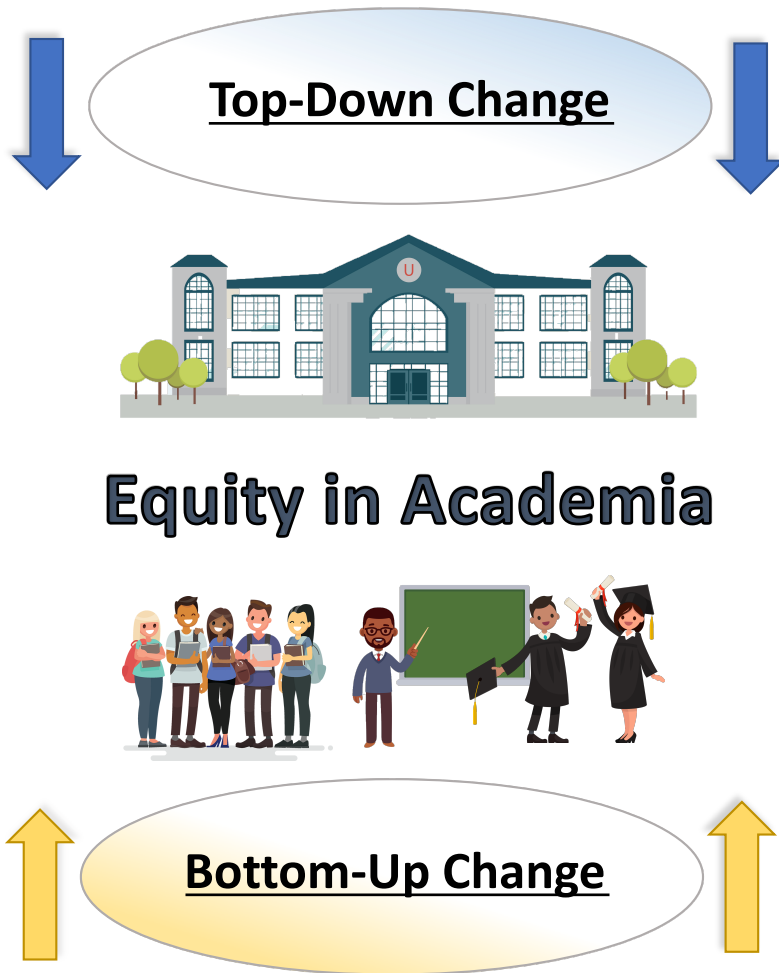
Graduate Councils + Faculty Meeting Groups



## Bottom-Up Change

How faculty and students can reinforce equity and inclusion in academia





## 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**