

Student questions: Students from SES 496/598 colloquium on “Equity in the Academic Sciences”

2/17/21

Mara Karageozian: *“Tools for Fostering Equity and Inclusion in SESE: Top-Down v. Bottom-Up Solutions”*

What strategies does the literature mention concerning the coalescence of both bottom-up and top-down approaches addressing international students inclusion?

The literature mentions several tools for bridging these different groups in academia. Having both structured and unstructured open communication channels between groups is really important. The literature that I reviewed did not specifically focus on international students, however I can see that a tool that would likely be recommended would be to include international student representatives in the structured groups (like the JEDI task force, or other community planning groups), and to also create open channels between international faculty and international students (similar to what Dr. Maitrayee Bose is attempting with her international movie nights).

Which do you think is going to require more long term effort at reform to see the desired results: the bottom-up model or top-down model?

I think that, for both models, there are short term and long term tools that we can use. In general, I think of this progress as more cyclical, where administrative policy can change culture, which will then influence the next policies we enact, and so on and so forth. As far as effort goes, I think constantly reevaluating whether or not top-down policy is actually working will require the greatest energy.