

Faculty Senate Diversity Committee guidelines of the Diversity and Inclusion for new proposals

1st section should include:

- Departmental statement about Diversity and Inclusion. This should be established before the time of the application
- Statistics of Department/School/Program demographics, existing and expected.
 - Current dept logistics at student, staff and faculty level
 - What is the goal?

2nd section should include:

- Current efforts of recruiting and retaining diversity
 - Include specific, applicable, and achievable goals/efforts (i.e., how will you meet the goal in the first paragraph?)
 - Include campus offices/programs that you might already be working with, and how you are working with them.

3rd section should include:

- Specific efforts over time to continue improving the overall diversity and inclusivity of the Departmental/program/school community. If any gaps have been identified, please ensure that you specifically address efforts being made to fill those gaps.
 - Undergraduate students
 - Graduate students
 - Faculty
 - Staff

Example of how proposals should address Diversity and Inclusion

This is an example of a comprehensive proposal and it should be used only as a guide. When writing a proposal please include elements that are relevant to the specific department/program/school. We would like to request any proposals that use acronyms/abbreviations to please define the acronyms/abbreviations when first mentioned.

This example is from the 2024 Proposal for a New School of Systems Science and Industrial Engineering (SSIE) in Watson College

Diversity and Inclusion

Diversity and Inclusion are both very important to the SSIE Department as the department firmly believes that a more diverse and inclusive department is essential for its students, faculty, staff, and society. In Fall 2023, the SSIE Department included 169 undergraduates, of whom 40.8% were women and 18.9% were from racial/ethnic groups that are underrepresented in engineering (African Americans, Indigenous Americans including Native Alaskans, Hispanics, Native Pacific Islanders, or multiple races). At the graduate level, the SSIE Department had 383 students in Fall 2023, of whom 34.7% were women and 10.7% of domestic graduate students were racial/ethnic groups that are underrepresented in engineering. SSIE's position with respect to diversity and inclusivity is consistent: we make all efforts to foster a community in which individuals feel free to be their authentic selves while pursuing their educational goals. Intercultural connections are encouraged, including with international academic partners. We likewise seek out opportunities to celebrate the achievements of our students, and our social media and stories are a reflection of our student body and their efforts.

Specific efforts over time to continue improving the overall diversity and inclusivity of our community include:

- Expedited application review to initiate dialogue with candidates earlier, which can include encouraging underrepresented minority (URM) candidates to apply for additional awards (e.g., Clark).
- Introduction of the National Consortium of Graduate Degrees for Minorities in Engineering (GEM) to Watson College and greater Binghamton University.
- SSIE faculty engaging with local high schools to foster earlier interest in STEM.
- Mentoring underrepresented groups, such as Professor Hiroki Sayama's introduction of Girls Who Code to Binghamton University.
- Participating in HBC/HBCU graduate events, collaborating on research, and visiting institutions.
- Participating in events and advertising with EOP Career Diversity Expo and related resources.
- Engaging in open/non-STEM forums such as the Idealist NYC Grad Fair, NYE Metro Career Night, and other events to expose more students to opportunities in STEM, and specifically engineering.

- Seeking articulation agreements with institutions with high URM representation (e.g., University of Hawaii-Hilo).
- Promoting women in STEM, including engagements with Ethiraj College for Women, PSG CAS - PSG College of Arts and Sciences, UDEM - Universidad de Monterrey, Monterrey, Mexico, and the Cummins College for Women, among others.
- Encouraging student participation in WORMS (Women in Operations Research and Management Science) and actively recruiting from this group.
- Sponsoring community events and organizations, such as the Binghamton Men of Color Summit (BMOC), events of the Black Student Union, and Life After Bing (LAB –presently inactive).
- Promoting support via the Watson African American, LatinX, and Native American (AALANA) Success Fund.
- Funding student conference attendance to Society of Women Engineers (SWE), National Society of Black Engineers (NSBE), and other events.
- Focused promotion of Louis Stokes Alliances for Minority Participation (LSAMP) and McNair funding and supervision.
- Collaborating with SSD on an Autism Internship and the Institute for Child Development (ICD) on a dedicated research project.
- Support of the Watson Scholars Program and initiation of the WISE SEEDS Program.
- Faculty advising of NSBE and other groups.
- Participating in available diversity initiatives and forums.
- Partnering with healthcare networks, unions, and the NYC governmental offices to extend scholarship opportunities to healthcare providers and NYC government workers, including many students from underrepresented populations.
- And, of course, continued communication and collaboration with other offices working in the advancement of DDEI initiatives.

The SSIE Department is also working towards increasing the diversity of its faculty. The department appreciates the importance of faculty role models for students with different racial/ethnic groups and for women students. The department started the practice of having one member of the faculty search committee serve as the diversity advocate during the 2022-2023 search cycle and this practice is continued in the current 2023-2024 cycle. These efforts to support a faculty and student population that is more equitably representative of our planet have included advertising for faculty in targeted diversity hiring forums as well (e.g., EOP Diversity Career Expo, Academic Diversity Search, etc.)

While there are individual diversity “champions” within our collective (e.g., participants in Watson and other DDEI committees, diversity advocates on all hiring searches, contributors to UDiversity and other initiatives), all members of our group are expected to celebrate the differences within our community and promote environments in which all members of our

campus community feel included and welcomed. Our faculty/staff team continues to work closely with Dr. Carmen Jones, Assistant Dean, Academic Diversity and Inclusive Excellence, Watson College, and other diversity advocates and support offices across campus.