# Anti-Racism Task Force Recommendations

## I. Policies that Advance Anti-Racism

### II. Anti-Racist Education/Mentoring

### III. Data Collection & Progress Evaluation (to remedy inequities, climate...)

## Near-Term

- Policy/mission statements, AR topics on meeting agendas/retreats, Diversify/decolonize curriculum, Recruitment efforts, Search criteria, BIPOC affinity groups, Reward mentorship

## Medium-Term

- Grading practices, Incentivize/support/train outreach (HSI, HBCU), Add more pipeline programs, Reward faculty mentoring of BIPOC students, BIPOC grad student peer mentorship, Postdoc fellowships/funding/retention, Faculty AR Training, Hiring initiatives, Streamline website for undergrad diversity resources/pipeline programs, Make system for corrective action for inappropriate conduct, Need-based student stipends, Application fee waivers, Increase grad stipend levels, Develop named grad fellowships,

## Long-Term

- Culture of collaboration, HSI/HBCU Outreach at program level, Funding for diversity conf attendance, Relationships with EDI scholarship programs, Peer/near-peer networking groups, support BIPOC postdocs, Mandate EDI training for staff hiring, EDI contributions criteria for supervisor evals, EDI strategic plans for depts, cluster hires, Expand scope of job descriptions, Pipelines for faculty recruitment, Identify/develop/implement AR training for all, Funding for data-driven BIPOC student retention programs, Fund EDI and AR data collection efforts, Budget model reform, Grad housing, Reward
### Near-Term

- Teach faculty to understand BIPOC student experiences
- Train faculty in existing tools to support BIPOC students
- Highlight BIPOC scientist work in courses
- Use inclusive images, videos
- Centralize and disseminate academic prep materials (freshman/transfers)
- Teach how to identify bias, cultural norms, barriers to AR
- Decrease barriers to applying for admission
- Mentor across labs/depts
- Increase awareness of inequity in mentoring
- Mentoring as a core value
- Routinely monitor mentoring
- Intergroup dialogue training
- Educate leaders about accountability mechanisms
- Mentor training networks for jr faculty

### Medium-Term

- Undergrad cohorts/peer learning groups
- Train faculty/staff in de-escalation
- Messaging campaign to highlight LS diversity mission
- Active recruitment of URM applicants to pipeline programs
- Establish mentor evaluation process
- Create grad student mentor network/mentor training
- Postdoc training in grantsmanship
- Postdoc advising committees
- Mentor training for all faculty (identify those who need more)
- Staff-directed career development
- Train majority faculty in issues affecting junior BIPOC faculty
- Mentoring retreats, staff training on reporting/preventing inappropriate behavior, guidance on GRM/GSRM applications

### Long-Term

- Train faculty on mental health resources and make them available to students
- Practice immersive, evidence-based training that persuades those not participating in AR efforts
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<thead>
<tr>
<th>Near-Term</th>
<th>Medium-Term</th>
<th>Long-Term</th>
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<tbody>
<tr>
<td>Assess LS awards and their fit for staff goals/roles, Add EDI question on instructor evaluations, Survey undergrads prior to graduation, Collect data on admissions interview and recruitment to review focus on EDI, Examine equity in faculty advancement</td>
<td>Provide snapshot of student diversity to prepare faculty for engagement, catalog work of BIPOC scientists, Compile mentoring best practices from our successful faculty and grad student mentors, collect data on racist/discriminatory experiences to inform prevention, survey managers about how they share professional devt opportunities, survey staff on awareness of professional devt opportunities, collect prospective data on BIPOC staff, faculty, students to identify retention strategies, Examine data on BIPOC student/faculty success in awards, fellowships, start-up, Centralize best practices in EDI/AR,</td>
<td>Collect data on student performance by demographics to assess effectiveness of resources, Study staff recruitment and hiring practices for potential bias, Develop ongoing climate assessment for faculty, Contract independent analyst to obtain and examine EDI metrics in LS, Comprehensive study of student trajectories (incl. motivation to choose majors), Ensure that eligibility for diversity fellowship does not impact other support, Normalize pay scales across campus units.</td>
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