

**The initiatives outlined below are proposed to meet the following goals:**

1. Improving the climate of inclusion in the Behavioral Neuroscience Department (BEHN), the Behavioral and Systems Neuroscience (BSN) graduate program, and at OHSU more broadly.
2. Strengthening the relationships between faculty, graduate students, postdoctoral fellows and staff in BEHN and BSN.
3. Improving transparency and accountability with respect to both trainee and mentor evaluations.
4. Building partnerships with community-based organizations that support underrepresented minority groups (URMs) in science at the local and national levels.
5. Increasing recruitment and strengthening retention of URM trainees and faculty.

**INITIATIVE 1: Maintain a Diversity Committee**

**A. Membership**

- This committee will always strive to contain diverse representation of graduate students, post docs and faculty members and thus be able to collectively troubleshoot and generate actionable solutions for individuals and work toward systemic change in the department and graduate program.
- Allow individuals at all career stages a seat at the table to foster a departmental environment of inclusion.

**B. Charge**

- Assist the BEHN chair and administrator with department-led and/or SoM-led diversity initiatives.
- Interact with other departmental committees and aspects of departmental and graduate program function to ensure inclusive environments.
- Highlight events centered around continued DEI (diversity, equity, and inclusion) training for faculty, staff, and trainees.
- Develop a web page that highlights DEI accomplishments and Diversity Committee activities.
- Provide a safe space for individuals to bring issues. This committee will serve as a forum where individuals of all career stages can anonymously voice concerns with all or part of the committee.
- The committee follows OHSU's Code of Conduct, and the faculty members are obliged to report any suspicions or claims of racial discrimination, harassment, abuse, and/or retaliation to AAEO. The committee will advise the individual if the individual is unsure whether the suspicions or claims need to be reported and offer necessary support. The individual's confidentiality will be our highest priority to protect against retaliation.
- The committee will keep track of concerns that are brought to them, so that the climate of inclusion in the department and graduate program can be improved in the future.
- Build a stronger more-inclusive departmental community: Departmental lunches, happy hours, activities will be incorporated throughout the year, as permitted, with the sole purpose of fostering interactions between trainees and faculty in a relaxed social setting.
- Report at monthly faculty meetings on the activities of this committee and progress in diversity/anti-racism efforts.

**C. Transparency and accountability**

- Notes from every Diversity Committee meeting of non-confidential items will be made available to the program by posting on the Monday Memos, to ensure our actions are transparent (bndivcom@ohsu.edu).
- Keep track of, analyze data, and update the exit survey to be completed by any individual leaving the program. These confidential data will be critical in identifying areas in which the department excels and falls short to ensure that trainees have a safe space. These data will be archived and de-identified data will be made available upon request.

**D. Terms for Diversity Committee members:**

- Two year terms – but the initial group of committee members will have staggered terms (with half serving one year) to allow for exchange of info as new committee members come on board.
- New members will be decided upon following: a request for nominations (self or otherwise), vote from the appropriate body if more than one nominee, and announcement of the new member.

**INITIATIVE 2: Facilitate anti-racism/anti-discrimination training****A. Educational Resources**

- Disseminate materials from “Promoting anti-racism in higher education” course on topics such as Systems of Racism and Origins of Race, Addressing the history of racism in research to build an anti-racist future, Microaggressions, Paradox of Diversity, Exploring Oregon’s Racist Roots, Perspectives on “fitting in”, and Empathy.
- Work with the Departmental Seminar Committee and other departments to bring in seminar speakers with anti-racism expertise.
- Adhere to the **Ground Rules of Respectful Departmental Communication** in order to facilitate the necessary safe spaces needed to broach difficult topics that may be emotionally charged in the presence of polarized perspectives.
- Provide resources for seminar speakers to incorporate land acknowledgments; encourage commentary on relevance of research to URMs

**B. Highlight Mentoring and Anti-Racism Training by Faculty**

- Steer trainees towards faculty who are actively working to enhance mentorship skills, promote anti-racism initiatives, and working to make the department more inclusive.
- Encourage faculty to utilize existing mentoring courses (e.g., SoM Mentorship Academy based on CIMER training) and anti-racism training.
- Faculty involvement with outreach, anti-racism/DEI training will become an explicit section on faculty evaluations with the understanding that this information is critical for improving upon departmental retention of URM trainees and faculty, as well as the overall departmental climate.
- Faculty involvement in anti-racism training and DEI professional development activities will be included on the Diversity Committee webpage.

**C. Graduate Program Admissions and Retention**

- The diversity committee will work to increase recruitment of diverse students; admissions committee members of the admissions committee undergo unconscious bias training prior to the review of applications.
- Committee will be present to speak about activities at graduate program recruitment.
- The diversity committee will assemble and analyze admission data, if available.
- Collect and assess data from exit surveys for all individuals upon exit of the department including those who do not complete all milestones. These data are necessary to understand and improve upon departmental retention of URM trainees and faculty, and overall department climate.
- These data will be archived and confidential.

**D. Build Community Partnerships**

- Encourage faculty, staff, students, and fellows to work together and form partnerships with other organizations like AVDS.
- Through these relationships, the department will better highlight ongoing seminars and opportunities to acquire anti-racism, anti-discrimination training.

**INITIATIVE 3: Create a safe space for all trainees, and increase recruitment/retention of URM trainees and faculty**

- Include the **Ground Rules for Communication** in BEHN/BEST course syllabi to emphasize that all individuals are to be treated with respect.
- The Diversity Committee is committed to providing a safe space for persons seeking conversations or discussions on topics related to diversity, equity, and inclusion. We encourage people to contact members of the committee.
- Work with Graduate Program Director to provide all trainees with mentoring and support, not necessarily related to the training program, from an additional faculty member and/or post-doctoral fellow. This individual will not serve on the trainee’s committee to ensure unbiased support.
- Encourage URM representation in Departmental-invited seminars and opportunities for trainees to meet with speakers.

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- Target graduate student recruitment efforts of URM students by providing training opportunities through summer internships and the OHSU Neuroscience Post-baccalaureate Initiative and by increasing presence at URM conferences such as ABRCMS (Annual Biomedical Research Conference for Minoritized Students), SACNAS (Society for Advancement of Chicanos/Hispanics & Native Americans in Science), and AISES (American Indian Science and Engineering Society).
- In order to promote recruitment efforts, especially since there are no undergraduates at OHSU, building partnerships with community-based organizations that support URM groups in science at the local and national levels is key.
- Continue involvement in OFDIR (OHSU Fellowship for Diversity in Research) program to recruit and to assist with career development and retention of talented URM post-doctoral fellows and their transition to faculty positions.
- Circulate information in the Monday Memo to announce DEI and other funding opportunities for trainees and faculty, to highlight opportunities and accomplishments, and to provide information on Employee Resource Groups (through CDI) that foster employee growth and development while meeting needs of a diverse workforce.
- Work with Departmental leadership to support mentorship training through SoM Mentorship Academy and encourage assignment of a faculty mentor to junior faculty.