



Diversity & Inclusion Moment

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Promoting Gender Diversity in STEM Faculty Through Leadership Development



- This case study presents leadership programs for department chairs to give them tools to address Diversity, Equity, and Inclusion (DEI).
- Addressing DEI at universities has been difficult because it depends on changing institutional cultures. Department chairs have large impacts on institutional culture, but academics are often ill prepared for this task. Further, department chairs should not need to figure this out alone.
- Workshops can be a solution to these issues, such as National LEAD workshops or the University of Washington's quarter annual half-day leadership workshops on recognizing barriers, job offers, mentoring, and recruiting.
 - The LiY! (Lead-it-Yourself!) Toolkit is an online toolkit to help institutions plan leadership workshops.
- 6 months later, workshop attendees reported using the tools they learned, and 70% applied LEAD training.
- We should address DEI more in leadership workshops and create regular development opportunities.



Sources: J. Yen, E. A. Riskin, C. Margherio, J. H. Spyridakis, C. M. Carrigan, A. M. Cauce, Equal. Divers. Incl., 38, 382-398(2019)
[advance.washington.edu/about/national/lead\(Program Overview\)](https://advance.washington.edu/about/national/lead(Program%20Overview))
[https://advance.washington.edu/liy/\(LiY Website\)](https://advance.washington.edu/liy/(LiY%20Website))