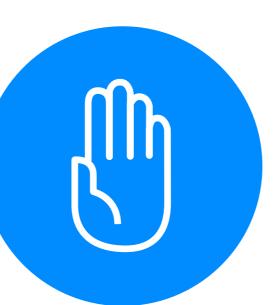




- Launched: The **Department of Molecular** Biology/Lewis-Sigler Institute Program for Diversity and Graduate Recruitment with faculty leadership and a Senior Lecturer appointed as Director
- Launched: MOL recruiting and relationship building visits to Historically Black Colleges and Universities (HBCUs).
- Launched: Summer Undergraduate Research Program



- Commitment: At the urging of MOL leadership, the Graduate School creates a new permanent position: **Assistant Dean for Access, Diversity and Inclusion**
- Transition: **Director of the Program for Diversity and Graduate Recruitment** is hired away to serve as Director of Training, **Workforce Development** and Diversity at NIGMS, NIH



- Launched: MOL constitutes its own department-level Diversity & Inclusion (D&I) Committee
- Launched: The **Graduate Student Mentoring** Committee, a spin-off from the D&I Committee, rolls out the **Peer Mentorship** Program.
- Drafted and adopted: Departmental Code of Conduct
- Conducted: Workshops on Diversity and Micro-Aggression for MOL Graduate Students and Faculty



### **POSTDOCS**

- Launched: University **Presidential Postdoctoral** Research Fellows Program. MOL labs have secured fellowships in each round of the competition.
- Launched: **Diversity** workshops for Postdoctoral Researchers
- Conducted: Faculty workshop on issues encountered by Black students led by Senior Associate Director for Institutional Diversity
- Launched: Faculty **Mentorship Program**

## **BEFORE 2007**

- Limited efforts directed to diversity and inclusion.
- Average annual number of URM applicants: 16
- Average percentage of first-year URM graduate students: 3%

# 250% INCREASE

- Results: Number of URM applicants: 40, a 250% increase within one recruiting season!
- Results: From 2008 through 2020: average percentage of first-year URM graduate students: 23%
- Launched: Mentoring, advising and skill-building courses for first-years
- Waived: Graduate school application fee waivers made available to any student upon request

### "FAIR PLAY"

- Launched: 10-day **Orientation Program** for incoming graduate students
- Conducted: "Fair Play" workshop for faculty exploring implicit biases
- Launched: **New faculty** recruiting strategies

## SCHOLARS & **AMBASSADORS**

- Evolved: Summer Undergraduate Research Program grows into ongoing MolBio Scholars **Program**
- Piloted: **Faculty Ambassador Program**



- departmental **Town Hall** meetings to broaden the conversation about diversity and inclusion
- Planned: Departmental Climate Survey to assess progress and work still to be done









DIVERSITY & INCLUSION TIMELINE