



WE BEGIN

- 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**



A NEW DEAN

- 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**



CODE OF CONDUCT

- 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**



COMMUNITY

- Conducted: Multiple 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