



Franklin College of Arts and Sciences

UNIVERSITY OF GEORGIA

Office of Inclusion & Diversity Leadership January 2017

CONGRATULATIONS!

- Dr. Channette Romero** was awarded the **Faculty Excellence in Diversity Leadership Award for 2016-2017**. This award comes in recognition of Dr. Romero's leadership in providing innovative instruction in order to inform students' understanding of cultural marginalization. One reviewer wrote, *"Dr. Romero leads an interesting and innovative mix of service learning, in-class instruction, site reconstruction, and activism especially for Native American studies, an area that has received comparatively less attention than other marginalized communities. The engagement between the students, the faculty and the marginalized Native American community is absolutely impressive... Romero does not just take the students out of UGA into the Native American community where they try to retrace the journey that led to their marginalization, she brings the marginalized community into UGA so that the Native American community gets to experience UGA and reach a wider community than just the students in the classroom or those who went to the field."* Dr. Romero's teaching and research interests include Native and Multiethnic literature and film, gender studies, LGBTQ literature, and theories of the novel. Recent graduate seminars include "Native American Novel," "Multiethnic Novel," and "Multiethnic Women Writers."
- Dr. Laurie Reitsema** received funding from NSF for a Research Experiences for Undergraduates program (REU) which exposes diverse undergraduates from across the country to bioarcheology through research in Sicily, Italy. Learn more about the program from their [blog](#). Please share the **Feb. deadline** with undergraduate science students who may be interested in this program [<http://research.franklin.uga.edu/reu/content/about>].
- The **Department of Psychology** and the College of Education's Department of Counseling and Human Development Services have partnered with Psychology faculty at two Atlanta HBCUs, Spelman and Morehouse Colleges, to launch a Summer Psychology Institute. The 6-week institute is funded by the American Psychological Foundation and is designed to expose underrepresented students to the diversity of careers and research conducted by psychologists and provide them with research experience and workshops as preparation for applying to Psychology graduate programs [<http://faculty.spelman.edu/osp/award-2016-apf-dickens/#.WGvzrFMrk70>].

Spring Franklin Deadlines

[<http://www.franklin.uga.edu/diversity-initiatives>]

- [Franklin College Graduate Student Recruitment Initiative](#) - **Begins January 5, 2017**
- [Franklin College Staff Excellence in Diversity Leadership Awards](#) - **Due March 20, 2017**
- [Franklin College Diversity Leadership Development Program](#) - **Due April 10, 2017**
- [Center for Research & Engagement in Diversity \(RED\) Seed Grants](#) - **Due June 2, 2017**

UGA Opportunities

- Register now for the [UGA Connect Conference](#), a one day meeting centered on the LGBTQ community, creating solidarity, and community-building held Jan. 28, 2017.
- **Women's Staff Leadership Institute.** Through a nomination and selection process, this annual program will offer a group of University of Georgia staff members the chance to explore leadership opportunities, reflect upon key leadership traits and skills, and support one another in issues that women leaders face in higher education administration. The inaugural Women's Staff Leadership Institute cohort will meet monthly from April-October 2017 to attend workshops and have conversations with senior administrators at UGA. The nomination and selection process to participate begins January 3, 2017 and closes Feb.

1st. Any UGA staff member with a specific interest in women's leadership development is encouraged to consider this program. More information is available, including nomination instructions, at www.hr.uga.edu/WSLI.

Graduate Student Fellowships

- Applications are **now being accepted** for the [SREB Doctoral Scholars and Dissertation Scholars](#) programs. In addition to monetary awards, these programs provide significant professional development, mentoring, and networking opportunities for underrepresented doctoral students who plan to pursue an academic career.
- The College of Liberal Arts & Sciences at the University of North Carolina-Charlotte is accepting applications for their inaugural [Pre-Doctoral Multicultural Summer Teaching Fellows Program](#). The purpose of the program is to support the early development of underrepresented scholars who demonstrate promise of developing distinguished academic careers. The deadline is **January 20, 2017**.

What We're Reading....

[<http://www.franklin.uga.edu/content/resource>]

- [Avoiding gender bias in reference writing](#)
- [Be inclusive every day \(see attached\)](#)
- [How social networks drive Black unemployment](#)
- [Systemic inequality and hierarchy in faculty hiring networks](#)
- [If there's one woman in your candidate pool, statistically there is no chance she'll be hired](#)



Proactively ask about all team members' personal priorities or commitments that are important to honor as the team plans its work stream and deliverables; seek to respect those requests.

Instead of just saying, "People matter," take the time to set-up one-on-one meetings not only with your direct reports but also with employees two to three levels down to get to know them.

Validate employees' experiences—both the good and the bad—by transparently acknowledging barriers and setbacks faced by the organization. Share plans that illustrate an awareness of both challenges left to face and the continued progress that is possible.



Over the course of several meetings, keep track of whose ideas are acknowledged, built on, or adopted vs. ignored or appropriated. Do you see any patterns based on gender, race, and/or ethnicity?



Regarding talent identification and inclusion: Look up. Look down. Look deep. And look often.



Don't assume that people who work differently (or even less) are less committed; they may be working smart.



Intentionally seek out ideas/insights from people who may not look like you.



Engage with people of different levels and backgrounds at the water cooler (either virtually or in person).

Acknowledge people you don't know in the hallways with a culturally appropriate greeting. A small friendly signal goes a long way toward breaking down hierarchies, siloes, and aggressive cultures, and it opens the door to further dialogue.

Be Inclusive Every Day

Start with these easy, practical, intentional actions that **organizations**, **leaders**, and **teams** can take today for a more inclusive workplace.

Support diversity by accommodating the way people process and react to information. Send material in advance so that introverts may prepare and communicate their thoughts.



Ask and then listen—you'll be amazed what you can learn from everyone around you.



Next time you ask someone for advice on a project (your go-to folks), stop and ask yourself—who did you miss/not ask? Why?



Review and revamp existing practices to uncover potentially exclusionary norms.



Avoid making "jokes" at the expense of an individual or group. And when you hear others using this kind of harmful "humor," speak up to let them know its not okay.



If you plan on sending emails to colleagues at off hours, add a line to your signature that lets people know you are working at that time because it is most convenient for you, but it does not mean you expect people to respond when they otherwise would not be working.



Help bust the myth that senior women have it all together by inviting a group of high-potential women home for dinner. Leave from the office and let them observe your real life—kids, dogs, etc.



Challenge assumptions—don't assume anything, ask questions. A place of curiosity is the zen zone.

Implement a "no-interruption" rule at brainstorming and staff meetings to ensure that everyone is being heard.



Don't just gather metrics—go behind the numbers to explore what's really going on. Ask employees (through surveys, focus groups, and interviews) how programs and policies really affect how they feel about their daily work lives.



Ban the word "fit" from hiring discussions—recognizing that what is intended to refer to an alignment of values can be translated into comfort with someone who looks, thinks, and acts like the majority.

Think about your interactions with your direct reports over the past week. Whom did you offer to connect with a more senior colleague? To whom did you mention a plum opportunity? To whom did you offer insight on workplace politics? How, if at all, did these interactions vary by gender, race, ethnicity?



Put a Pride flag, "I am an ally" sign, or some other signal of your allyship on your office door or at your desk. A little bit of visibility can go a long way.



When discussing possible presenters for a meeting, panel, or other event, make sure the group of people under consideration is diverse. Seize these opportunities to showcase somebody who isn't heard from much, if at all.