Guarini Diversity Commitment

GUARINI SCHOOL MISSION:
The mission of the Frank J. Guarini School of Graduate and Advanced Studies at Dartmouth is to foster postgraduate academic programs of the highest quality, catalyze intellectual discovery, and **prepare a diverse community** of scholars **for global leadership**.

The Guarini School is committed to developing a climate that acknowledges and embraces diversity, supporting a culture that fosters inclusion, and actively pursuing equity. Our commitment is driven by recognition of historical injustices and a firm belief that welcoming differences of opinion, experience, identity, and perspectives helps build a stronger community.

Our goal is to foster the enrichment of the graduate and postdoctoral experience for all, regardless of their race, sexual orientation, religion, age, gender, disability status or any other dimension of diversity.

The Guarini School will be encouraging our community to place conversations around diversity, inclusion, and equality at the forefront of our work.

Goal: Build a culture of inclusivity within the office of the Guarini School of Graduate and Advanced Studies

Actions:

- Encourage all staff members to participate in IDE/HR's recommended options for implicit bias training.
- Review the ways in which the GRAD school is creating an environment that is welcoming and inclusive of all staff.
- Ensure that equal opportunity statements are included in all job descriptions.
- Post Dartmouth's inclusivity language on the Guarini website.
- Make sure that our website is written for accessibility.
- Review the ways in which resources, requirements, and assignments are distributed among staff members.
- During annual performance reviews of staff, discuss engagement in workshops or presentations that focus on equity, inclusion, and diversity.
- Be sensitive and responsive to potential retention risks among staff.
- Partner with other departments on campus around issues of diversity/inclusion-OPAL, Office of Institutional Diversity and Equity (IDE), and C3I.
- Foster partnerships across campus to support graduate students and postdoctoral fellows- Institute of Writing and Rhetoric, DCAL, International Office, Student Services, Career Services and OVIS.
- Work with HR's Talent Acquisition team and/or IDE during the hiring process.

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Goal: Build a culture of inclusivity within Guarini school programs for graduate students

Actions:

- Require programs to post Dartmouth's inclusivity language on their websites.
- Provide programs with a diversity plan template to be completed yearly and sent to Guarini.
- Encourage all faculty and staff members to participate in IDE/HR's recommended options for implicit bias training to admissions committees.
- Encourage programs to review how resources, requirements, and assignments are distributed among graduate students.
- Encourage programs to review the ways in which they are creating an environment that is welcoming and inclusive for all students.
- Support programs in being sensitive and responsive to retention risks among graduate students.
- Encourage programs to discuss new or different mentoring and professional development opportunities with chairs or administrative supervisors.
- Encourage programs to actively network throughout the year to ensure a rich and diverse applicant pool.
- Encourage faculty to write a DEI statement for each research

Goal: Build a culture of inclusivity within the Guarini School for graduate students and postdoctoral fellows:

Actions:

- Provide support and mentoring programs for graduate students:

    o mentoring events
    o first generation lunches
    o international mentoring groups
    o minority support events
    o dissertation writing workshops
    o EE Just Lift-off fellows support

- Recruit and support PROF Dissertation Fellows.
- Work with and support the Graduate Student Council.
- Manage the ASURE (Academic Summer Research Experience) for students attending Dartmouth in the summer to gain research experience at Dartmouth.
- Ensure the loan program that advances stipend payment is advertised
- Provide a peer mentoring/ambassador program
- Provide support for students who need academic support services.
- Provide career counseling services.
- Administer Alumni Research Award to support students funding for research.
- Administer Travel Awards to support students funding for research.
- Continue to build the Professional Development graduate credit offering.
- My IDP (Professional Development software) support.
- Collaborate with local communities on outreach initiatives which currently include: Brain Buzz, school collaborations, Science Day and Brain Bee
- Sexual Assault training for all students
- Work with undergraduate housing to help integrate graduate students into the house system.

Accountability:

How is success in the areas noted above defined?

- Increase # of diverse graduate applications.
- Increase # of diverse enrolled students.
- Increase retention of enrolled diverse students-engage with a supportive community in which all people thrive.
- Increase in student satisfaction, perception of positive climate, and other metrics will be surveyed.
- Graduate alumni satisfaction will also be surveyed.

How and when will we track and measure our progress?

- Annually review #'s and data from above.
- Survey graduate student climate on a regular basis.
- Annually all programs will be responsible for submitting a diversity plan update.