

Inclusive Excellence

Building institutional capacity for student belonging

<https://www.hhmi.org/IE>

Inclusive Excellence

- U.S. colleges and universities
 - Not-for-profit, accredited
 - Offer 4-year baccalaureate degree(s) in natural sciences
- **Capacity for Inclusion** of all students, especially those from groups underrepresented in science
- 5-year award, non-renewable
- Learning Community

IE Learning Community: 57 members



IE learning....

- Context
- Faculty buy-in
- Reflection
- Sharing

<https://hhmi.org/IE>



IE3

- It begins with developing Faculty Commitment to inclusive excellence
- A challenge (choose one):
 - (1) Content of introductory courses
 - (2) Assessment of teaching effectiveness and inclusiveness
 - (3) Genuine partnerships between 2- and 4-year institutions
- Pre-proposals due January 2020

Gilliam graduate fellowships

Support PhD students from groups underrepresented in science

www.hhmi.org/gilliam

Gilliam: student – adviser PAIRS

(1) Student:

- Leadership statement
- Research plan
- Letters of recommendation

(2) Environment:

- Nominating materials
- Adviser statement and mentoring plan
- D&I allowance

2018 HHMI Gilliam Fellows



2018 Gilliam Advisers



Mentoring skills development for all Gilliam advisers

- Organized and led by:
 - Angela Byars-Winston (University of Wisconsin)
 - Bruce Birren (Broad Institute)
 - Sherilynn Black (Duke University)
 - Chris Pfund (University of Wisconsin)
- Approximately 30 hours of training:
 - On-line monthly
 - In-person workshops in April and September

Outcomes

- Advisers report growth in cultural competencies
- Advisers report strong likelihood that they will change in their mentoring
- Advisers report behavioral changes in mentoring

ie3@hhmi.org

Gilliam@hhmi.org

asaid@hhmi.org