

Reading Group on
An Inclusive Academy

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An
Inclusive
Academy

Achieving Diversity and Excellence

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Plan for today

- Brief overview of the book
- Introductions
- Seminar goals
- Setup for discussion
- Discussion (breakout rooms)
- Reconvene as a group to recap the discussion in each room

Book overview

The text covers extensive research on why academia often fails to be diverse and inclusive and what we can do to make it more inclusive.

- Part I: Why an Inclusive Academy Is Difficult to Achieve
 - “Diagnosis of the problem”
 - Also contains things we all can do to help
- Part II: How to Achieve an Inclusive Academy
 - Focused on what faculty can do

General Focus: merit and inclusion

Introductions

- Who you are
- Position (undergrad, grad student, postdoc, professor, etc.)
- Why you're interested in this reading group
- What you're hoping to gain from reading this book

Seminar goals

- Educate ourselves
- Discuss what we can *individually* do to make our dorm/classroom/research group/etc. more diverse and inclusive
- Discuss what we can do as a *community* to improve diversity and inclusion
- What goals do you have?

Expectations for discussions

- *Engage respectfully*: we are all here with to learn and think
 - All questions and feelings are welcome and appreciated
- Probably none of us are experts
 - There might be a lot of things that are new/surprising, and that's okay!
- We are equals in this space
 - We want everyone to feel welcome to participate
- We will all make mistakes

Discussion setup

Keep in mind the following discussion topics:

- Facts or ideas you found Surprising, Interesting, or Troubling (SIT)
- Questions the reading brought up
- Something you learned that you can do/change to help make your dorm/classroom/research group/etc. more diverse and inclusive
- Do you agree with the 6 virtues? How does MIT live up to these?

Discussion recap

- What did your group find surprising, interesting, or troubling?
- Did your group discuss anything you can do to make your dorm/classroom/research group/etc. a more inclusive place?
- What questions did the reading raise?