

# EMS Diversity Update

Materials Science and Engineering  
External Advisory Board

October 24, 2019



**PennState**  
College of Earth  
and Mineral Sciences

# Assessment of Living, Learning, and Working Environment in EMS

EMS seeks to be an environment that...

- ... is characterized by openness, fairness, and equal access for all students, staff, and faculty.
- ... is grounded in mutual respect, nurtured by dialogue, and evidenced by a pattern of civil interaction.
- ... respects individual needs, abilities, and potential.





# ALLWE Next Steps

- Create web form to collect individual feedback and implementation recommendations from EMS faculty, staff, and students
- Convene and/or work with various groups/demographics across EMS to review ALLWE Survey report
  - Based on their perspectives, provide feedback, suggestions, and implementation recommendations
  - Representative from each group will serve on implementation committee
- Implementation Steering Group
  - Review and prioritize feedback to reveal top concerns and top recommended actions
  - Discussion to explore any outlying themes that require further consideration
  - Develop plan for who/which area is responsible for implementation



## ALLWE Next Steps (cont.)

- Develop Implementation Plan
  - Executive Council (EC) will discuss full implementation group results; refine or make necessary judgement calls to prioritize concerns and recommended actions
  - Implementation plan developed and available in Spring 2020
- Implementation Steering Group meets to review implementation plan approved by EC
  - Representatives from groups to leverage their group in implementation process
  - Additional offices may be tapped to assist
  - Track progress and report out to college



## Items already implemented

- Bystander Intervention Discussions
- EMS Graduate Fellows for Science Advocacy and Diversity (aka “We Are for Science Fellows”)
- Diversity Statement in Faculty and Staff Advertisements
  - Experienced uptick in raw numbers of diverse applicants
  - Human Resources Talent Acquisition now recognizes college’s statement as an effective tool



## EMS Job Ad Diversity Statement

“The Pennsylvania State University’s College of Earth and Mineral Sciences takes an active role in building a talented, inclusive, and culturally competent workforce. We understand that our shared future is guided by basic principles of fairness, mutual respect, and commitment to each other. Applicants should provide evidence, either woven through their application materials or as a separate diversity statement, of a commitment to fostering diversity, equity, inclusive excellence and belonging and of engagement which creates an inclusive environment in their department/workplace.”





# Questions?

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