NGP DEI

Climate and Retention Task Force

Our mission is dedicated to anticipating the needs of students. Our goal is to maximize student success through every step of the program. We plan to achieve this by...

Members

Rick Altschuler
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Faculty Facilitators

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ACTIVITY UPDATE 2/2021

- Over the past few years, the NGP DEI Committee has facilitated the creation of student-organized affinity groups to build community and inclusivity. These Community Groups meet year-round to program activities around shared interests, submitting for funding for supplies, equipment, and hosting to the NGP DEI. Recent groups have formed around Art, Outdoor Adventures, Soccer, Tea, and Movie Watch Parties.

- The Climate and Retention Task Force has established a confidential suggestion dropbox called NGP Bright Ideas for year-round anonymous sharing of concerns and feedback. Find it HERE. The form will be used for specific feedback whenever new initiatives are debuted.

- Several years ago, NGP initiated Peer-to-Peer professional development workshops through a grant from the Whitaker Foundation. Now, these training events are part of other internal and federal awards supporting NGP DEI activities. The events are student-led and without faculty, to provide safe spaces for open discussion. The Climate and Retention Task Force is spearheading standardization of curriculum to make this a self-sustaining program.

- The See Us Seminar series was initiated in 2020 as a regular part of NGP training. Visiting faculty from intersections of diverse backgrounds present scientific seminars and career development talks to NGP students and affiliates along with one-on-one meetings with faculty throughout the program.

- The NGP remains committed to supporting student participation in conferences that specifically encourage and support underrepresented groups. We will send students to SACNAS and ABRCMS each year.

- In collaboration with other Task Forces, Climate and Retention will review the NGP student Individual Development Plan to capture new training requirements for both student and mentor and to enable the program to gain deeper insight into student progress, triggering interventions when necessary not as punitive measures to support student success.