

Diversity, Equity, Accessibility, and Inclusion Committee

DEAI Implementation Plan

March 19, 2021

DEAI Implementation Plan: Priority Programs

The DEAI Committee conducted a diversity needs assessment to identify implementation strategies to fulfill FASEB's DEI Strategic Plan and goals.

As a result of this assessment, the committee identified the following priorities for the FASEB Board of Directors' initial three-year investment:

- Recruitment Program
- Reverse Mentoring Program
- Family Care Awards Program
- Cohort Program

Recruitment Program

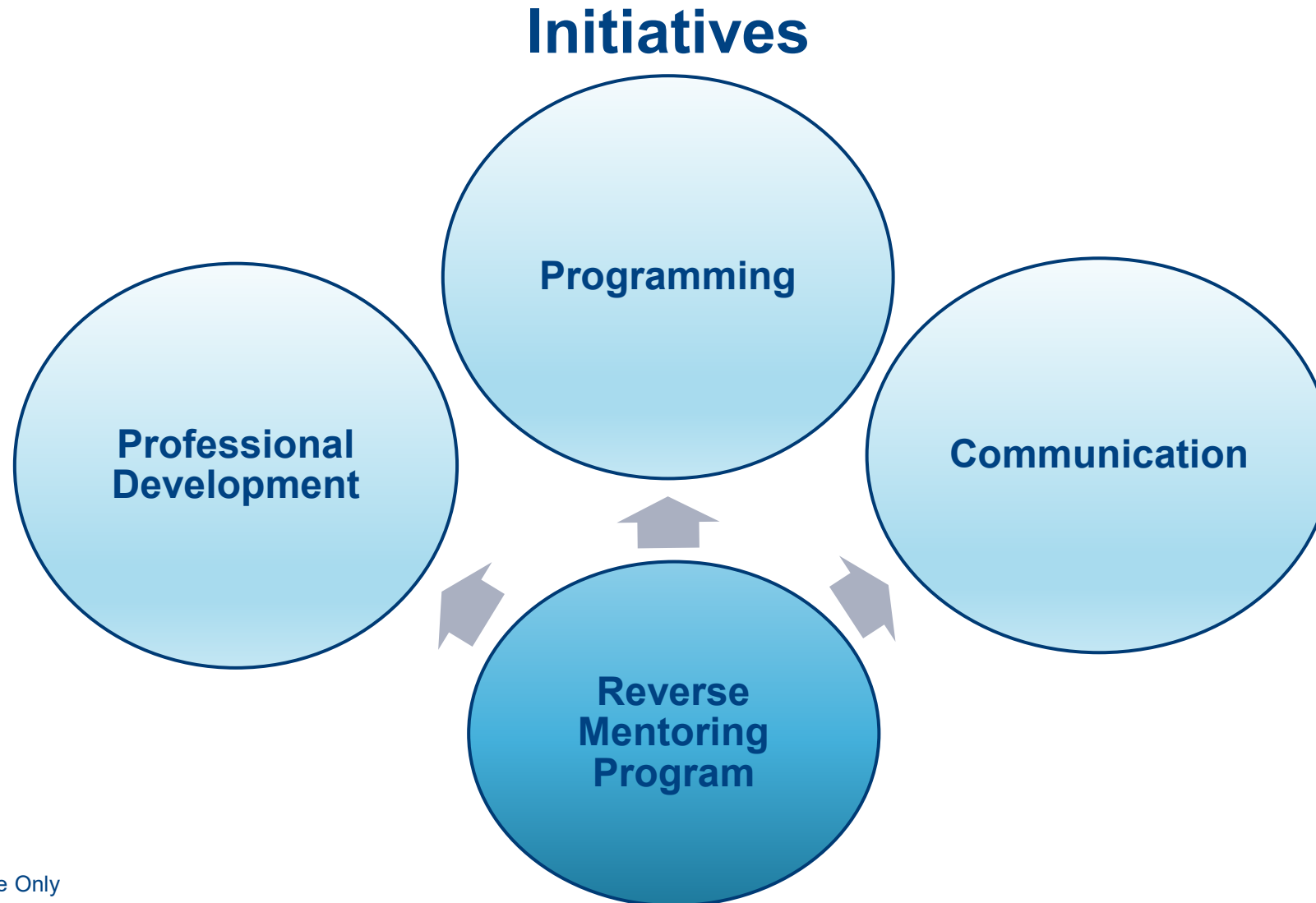


Recruitment Program

SAMPLE ILLUSTRATION

| | | |
|--------------------|---|---|
| Activity A | Data Analytics (Identify need) | |
| Activity B | Identify demographics for recruitment, retention and representation | |
| Activity C | <u>External Partnership</u> : Minority Serving Institutions (MSIs) | |
| Activity D | <u>External Partnership</u> : Organizations committed to advancing opportunities for students from underrepresented communities | |
| Activity E | <u>External Partnership</u> : Professional STEM organizations who have a strong presence in underrepresented communities | |
| Activity F | Attendance at conferences and career fairs hosted by diverse organizations | |
| Activity G | <u>External Partnership</u> : Diversity publications/recruitment platforms to post job and fellowship opportunities | |
| Activity H | Consortiums | |
| Activity I | Data Analytics (Assess and track results) | |
| | | |
| | Resources (Staff, Volunteer) | Financial Resources |
| Grand Total | 3 | \$315,000 (over a three-year period) |

Reverse Mentoring Program



Reverse Mentoring Program

SAMPLE ILLUSTRATION

| | | |
|--------------------|---|---|
| Activity A | Identify target audience for mentor and mentee pool | |
| Activity B | Program development | |
| Activity C | Develop recruitment strategies | |
| Activity D | Matching | |
| Activity E | Program execution | |
| Activity F | Training | |
| Activity G | Evaluation | |
| Activity H | Data Analytics | |
| Activity I | Program Marketing | |
| | | |
| | Resources (Staff, Volunteer) | Financial Resources |
| Grand Total | 3 | \$315,000 (over a three-year period) |

Family Care Awards Program

Initiatives



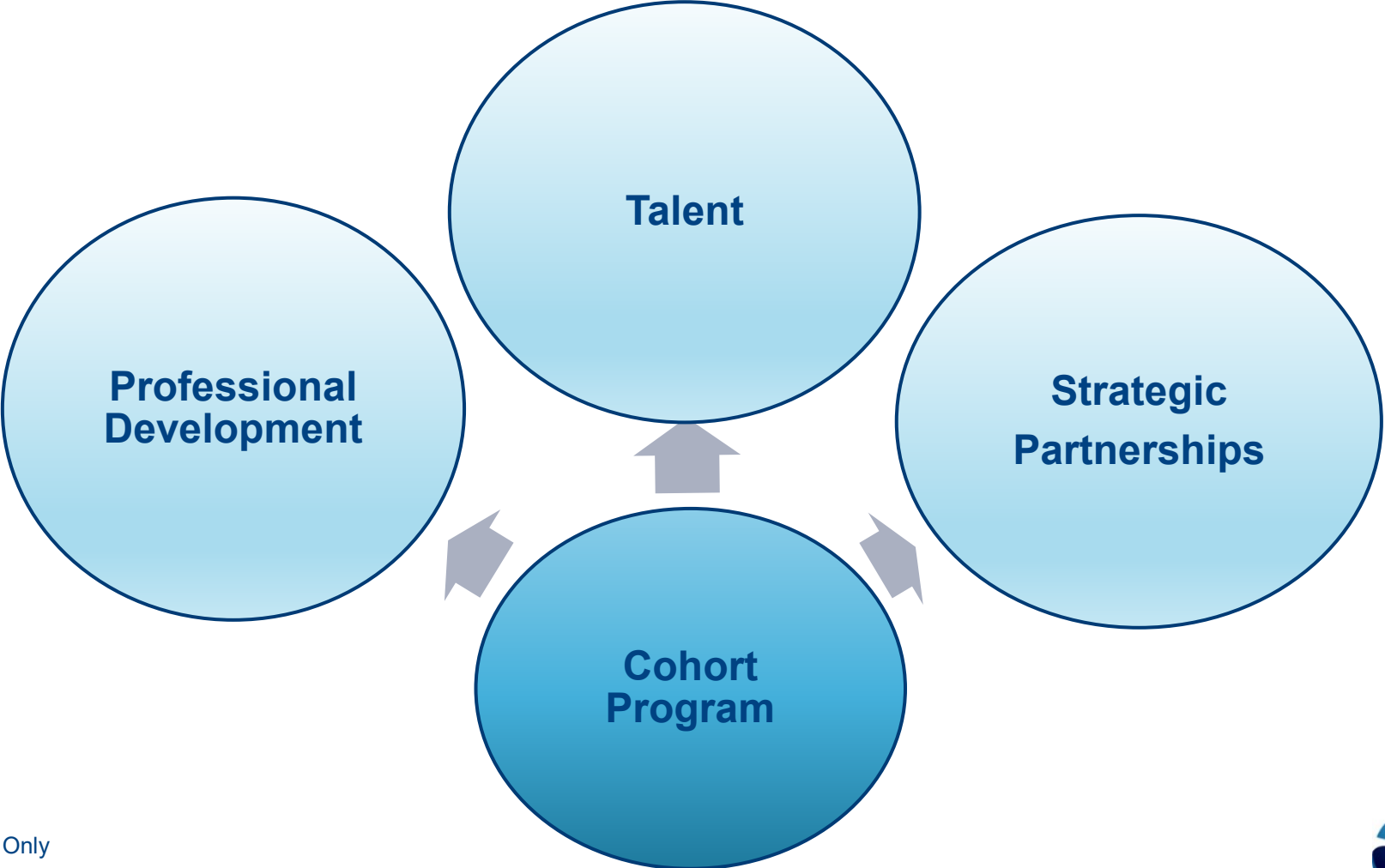
Family Care Awards Program

SAMPLE ILLUSTRATION

| | | | |
|--------------------|---|-------------------------------------|---|
| Activity A | Identify target audience | | |
| Activity B | Set scholarship amounts | | |
| Activity C | Develop program eligibility requirements and criteria for reviews | | |
| Activity D | Award administration | | |
| Activity E | Selection of awardees | | |
| Activity G | Evaluation | | |
| Activity H | Data Analytics | | |
| Activity I | Program Marketing | | |
| | | | |
| | | Resources (Staff, Volunteer) | Financial Resources |
| Grand Total | | 3 | \$375,000 (over a three-year period) |

Cohort Program

Initiatives



Cohort Program

SAMPLE ILLUSTRATION

| | | |
|--------------------|--|---|
| Activity A | Identify target audience | |
| Activity B | Strategic partnerships | |
| Activity C | Program development | |
| Activity D | Selection of program participants | |
| Activity E | Program execution | |
| Activity F | Learning Opportunities (Virtual and In-person) | |
| Activity G | Evaluation | |
| Activity H | Data Analytics | |
| Activity I | Program Marketing | |
| | | |
| | Resources (Staff, Volunteer) | Financial Resources |
| Grand Total | 3 | \$250,000 (for a two-year program) |

DEI Implementation Plan: Comprehensive Timeline

| | 2021 | 2022 | 2023 |
|--------------------|--|---|-------------------------------------|
| Recruitment | Outreach Strategies (internal and external) | Milestones (internal and external) Evaluation and Impact (internal) | Evaluation and Impact (external) |
| Reverse Mentoring | Outreach Strategies and Development | Enrollment, Execution, Evaluation and Impact | |
| Family Care Awards | Conception, Development and Enrollment | Execution, Evaluation and Impact | |
| Cohort | | Conception, Development and Enrollment | Execution, Evaluation and Impact |

Discussion Questions

All Programs: (i) Can you provide any resources to assist the DEAI Committee with the development and marketing of our programs?

Recruitment Program: Do you have any relationships at minority serving institutions or professional organizations that we can leverage as we start to conduct our outreach?

Reverse Mentoring Program: Based on the program description, which audience would benefit the most from this program – (i) Federation and member society executives, management, staff, and volunteers, (ii) early and mid-career researchers and senior principal investigators, or (iii) both?

Family Care Awards Program: Should the program offer set award types (e.g., smaller awards to support short-term family care needs and larger awards for longer-term support) or make awards based on specific requests? Should there be a limit to the number of awards received by an individual?

Cohort Program: Based on the program description, which researchers would benefit the most from this program – (i) Ph.D. candidates, (ii) postdoctoral scholars, or (iii) both?