



Promoting Diversity, Equity, and Inclusion

PRINCIPLES

- ▶ The opportunity to pursue graduate education must be accessible to all.
- ▶ The United States must increase investments in federal programs that aid in the advancement of graduate students and faculty from historically underrepresented groups.

PRIORITIES

- ▶ Broaden participation in STEM by strengthening federal investments that foster and enhance educational and research opportunities at Minority-Serving Institutions, Hispanic-Serving Institutions, Historically Black Colleges and Universities, and emerging research institutions.
- ▶ Support federal policies that call for the recruitment, retention, and advancement of women, minorities, veterans, and other groups of graduate students that are underrepresented in the STEM disciplines and careers.
- ▶ Include representation from the graduate education community on federal advisory councils and taskforces that address DEI in higher education and research.
- ▶ Support activities that meet the unique needs of and create inclusive environments for members of (including, but not limited to) underrepresented racial and ethnic minorities, the LGBTQI+ community, students with disabilities, and neurodiverse students.
- ▶ Enact a permanent legislative solution to allow recipients of the Deferred Action for Childhood Arrivals program to legally remain in the U.S. with a path toward citizenship.

RATIONALE

- ▶ Promoting diversity, equity, and inclusion within graduate education enhances cross-cultural understanding, fosters intellectual collegiality, and enriches the overall experience and quality of the science and scholarship that is produced. As our country becomes more diverse, graduate schools must be committed and prepared to recruit, educate, and support the advancement of students who are representative of the nation's population.
- ▶ Federal policies and practices should enable graduate programs to attract and support students and subsequent postdocs and faculty from historically underrepresented communities. This not only helps to ensure a rich learning environment, but enhances productivity and ultimately the creation of a highly diverse workforce both internal and external to academia. Innovations across multiple industry sectors create new opportunities for collaboration which require a diverse, highly educated and talented workforce.