

Promoting Diversity, Equity, and Inclusion



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 marginalized communities and populations historically underrepresented in academia. 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 that require a diverse, highly-educated and

Recommendations

- Increase funding for federal programs that help identify, recruit, retain, and support the advancement of students, postdocs, and faculty from populations historically underrepresented in academia and research environments.
- Include representation from the graduate education community on federal advisory councils that address campus inclusion, including (but not limited to): accessibility, gender and sexual minorities, mental health, and veterans.
- Improve resources for individuals with unique learning needs to ensure graduate education is accessible to those with learning and/or physical disabilities.
- Strengthen grants through the Department of Education for institutions of higher education that serve underrepresented populations, including (but not limited to): Historically Black Colleges and Universities (Title III), Asian American and Native American Pacific Islander Serving Institutions (Title III), Alaska Native and Hawaiian Serving Institutions, and the Developing Hispanic-Serving Institutions (Title V).
- Support institutions' ability to use holistic review in the admissions process.
- Strengthen resources to meet the unique needs of veterans of the U.S. military pursuing graduate education.
- Support activities within the Bureau of Indian Education to advance opportunities for Native American and Alaska Native students to pursue higher education, including graduate education.
- 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.

talented workforce. Master's and doctoral programs must provide rigorous and inclusive training experiences that foster collaboration and promote diplomacy. In addition, legislative and regulatory efforts to address campus climate

issues should be approached thoughtfully, and discussions that inform federal policies should include a variety of public stakeholders. This will help ensure that equity and inclusion complement and build upon diversity efforts.