



Promoting Diversity, Equity, and Inclusion

PRIORITIES

- ▶ Increase investments in federal programs that help identify, recruit, retain, and support the advancement of students, postdocs and faculty from **populations historically underrepresented** in academic and research environments.
- ▶ Include representation from the graduate education community on federal **advisory councils and taskforces** that address diversity, equity, and inclusivity in higher education and research.
- ▶ Strengthen federal investments for **Minority Serving Institutions and programs** under the Higher Education Act.
- ▶ 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.
- ▶ Support activities that meet the unique needs of, and create inclusive environments for, members from (including, but not limited to) **underrepresented racial and ethnic minorities, the LGBTQI+ community, students with disabilities, and students who embody neurodiversity.**
- ▶ Ensure **veterans** of the U.S. military are able to fully utilize their benefits toward pursuing 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.

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 marginalized communities and populations historically underrepresented in academia. This not only helps to ensure a rich learning environment, but enhanced 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. Master's and doctoral

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