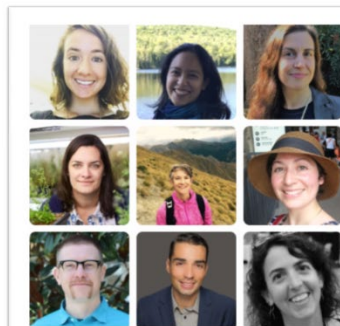


Inclusivity in the Plant Sciences

Planting Diversity: Novel Paths for Increasing Diversity and Inclusion in the Plant Sciences and Beyond



INCLUSIVITY IN THE PLANT SCIENCES @ Howard Hughes Medical Institute PSRN Workshop | January 8 -11, 2019



INCLUSION

Active, intentional, and ongoing engagement with diversity, including intentional policies and practices that promote the full participation and sense of belonging of every employee, customer, or student.

(CommonHealth ACTION, adapted from Riggs, 2012 and Xavier University, n.d.).

DIVERSITY

The collective mixture of differences and similarities that includes individual and organizational characteristics, values, beliefs, experiences, backgrounds, and behaviors. It encompasses our personal and professional histories that frame how we see the world, collaborate with colleague and stakeholders, and serve communities

(CommonHealth Action, adapted from Washington State Human Resources, n.d.).



DIVERSITY
WITHOUT
INCLUSION
IS AN
EMPTY
GESTURE.

Strategic Recommendations to Improve Equity, Diversity and Inclusion in Plant Science

1. Increase the visibility of and exposure to plant science
2. Remove social and financial barriers to entry
3. Implement EDI training as part of mentoring programs
4. Increase awareness of diverse career opportunities

Take-aways from the Inclusivity Workshop

**STORY
TELLING**



**THE
SYSTEM**



**TRANSITION
POINTS**



MENTORING



RELATIONSHIPS & RESOURCES

Discussion

1. Is anything missing from our recommendations?
2. What has worked well at your institution in promoting EDI?
3. What resources might help you to influence your department leaders on EDI initiatives?
4. What can we do to make plant biology conferences more inclusive?

