

Bomedical Engineering Department Diversity, Equity & Inclusion					
Checklist #	ACTION ITEMS	Person responsible	Goals and Metrics	2020-2021 Actual Outcomes - return to AWED@fiu.edu by June 30, 2021	AWED Feedback for 2020-2021 Goals
	Submitted by/Comments by			Ranu Jung	Sharan Ramaswamy & Suzanna Rose
	FACULTY: UNIVERSITY REQUIREMENTS				
0	100% of search committee members on tenure-line searches for 2018-2019 will meet the STRIDE requirement (once every 3 years); updated to include all faculty searches including NTT for 2020-2021.	Chair	All BME faculty members of search committees complete STRIDE training (offered by AWED). In 5 years, all BME faculty members should complete the STRIDE training workshop.	Six (6) faculty and one (1) gradaut sudent completed STRIDE training.	As of fall 2020, all search committee members must meet the STRIDE requirement in order to serve on a committee. Attendance once every 3 years is required. https://advance.fiu.edu/programs/stride/index.html
6 (new required priority for 2020-2021)	Diversity Advocate (DA) training for tenure line searches; updated to include all faculty searches including NTT for 2020-2021.		Diversity Advocates will complete the Diversity Advocates training offered by AWED.	BME faculty member on the committee already has Diversity training.	Beginning 2020-2021, all search committees also must have a trained Diversity Advocate. Listing is at webpage above. The DA assignment is not a permanent one. Each committee should have its own DA so as not to overburden one faculty member.
6a (new required priority for 2020-2021)	T&P STRIDE attendance by Department Chair and any faculty on college T&P Committee within three years of serving; Goal: 100% attendance by chair; 100% attendance by faculty on T&P college committee		Name of Chair and date of attendance.# and % of faculty on T&P College committee members for reporting year . Optional: # of faculty not on College T&P committee also attending workshop.	T&P Chair (Shuliang Jiao), Search Committee Chair (Jessica Ramella-Roman) and Dept Chair (Ranu Jung) all completed training.	Great! The new chair should attend in the fall..
7 (new in 2020-2021)	NSF Bystander Leadership Program participation.		All BME faculty should complete the Bystander Leadership training by 2023 (offered by AWED).	The following need to complete training: Jessica Ramella-Roman, Nikolaos Tsoukakis, Wei-Chiang Lin, Zachary Danziger, Raj Pulugurtha,	Hope to see them when Bystander workshops resume.
	Hiring/Search Committees				
8 New action for 2020-2021	Selection of search committee by department chair/dean to include member(s) with commitment to diversity; Chair charges the committee to set specific diversity recruitment goals and strategy in light of current underrepresented categories	Chair	# and % of committee members committed to diversity	One open search; committte includes female members, graduate student representation. Do not have information on the applicant pool.	AWED can supply information on the applicant pool; please ask.
	Faculty Search Process				
9	Define objective criteria for selection (or opt to use Applicant and Candidate evaluation tool)	Search Chair	Evaluation tool adopted or developed prior to on-campus visits: Yes/No	Objective criteria will be defined. List not made yet.	In progress.
11	Use of "open" job ads, i.e., broadly defined positions	Chair or Search Chair	Position defined broadly in job ad (attach ad)		Was the job ad 'open'?

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12	Placement of job ads in speciality outlets (women and/or minority professional organizations)	Chair or Search Chair	Place job advertisements in engineering journals and websites directed to Women in Engineering Black/African American, Hispanic and other equal opportunity sites.	Ad sent to diverse audiences (e.g. NSBE, SHEP, SWE, WEPAN, Diverse Issues in Higher Education).	ok good.
14	Request job candidates to include a diversity statement as part of their application		Diversity statement requested of candidates: Yes/No	Yes, candidates asked to submit Diversity statement.	How/when were these statements evaluated?
15	Recruitment outcomes	Chair	# and % of diversity candidates that applied	TBD	please include name and demographics of those hired for next year.
	Selecting and interviewing candidates				
17	Diversity Statements used in evaluation of candidates	Search Chair	Yes/No; report usefulness	Yes, these will be utilized.	
18	Adopt ethical internet search rules for the use of the internet and social media in vetting candidates		Adopted: Y/N	Yes will utilize these; guidance would be welcome	Please contact the CEC Equity Advisor or AWED for help with this.
19-1	Post Search Review	Search chair	Date conducted: _____ Summarize changes to be made	Search not completed	ok.
20	Selection of candidates for on-campus interviews	Chair	# and % of diversity candidates invited to interview on campus	TBD	N/A
21	Chair's evaluation and approval of on-campus candidates contingent on sufficient diversity of candidates		# of approved searches. # of the searches returned to pool.	TBD	N/A
22	Hiring Outcomes		# of diversity candidates hired	TBD	N/A
	Retention, promotion, and recognition				
23(added for 2020-2021)	Implement early career mentoring for all faculty with consideration to unique aspects of women and minority faculty	Chair or D&I Chair	Describe plan, participants, evaluation procedures and outcomes	Mentoring continued, Guiding faculty to also complete Bystander Leadership training. Faculty have also applied for NIH F31 Diversity fellowships for the doctoral students. 2 have been awarded (first time in Engineering at FIU).	Good
28	Evaluate salary equity on a regular basis		To be conducted every 3 years	No action in 20-21	Please keep an eye on this.

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31	Establish and fund X awards and recognition for faculty members' diversity efforts	Chair	1) Cover the event registration expenses for faculty attending Diversity related conferences.	BMES holds a separate luncheon with invited speaker to address DEI. So I have supported registration for faculty to go to that, learn about approaches to enhance DEI and meet underrepresented students in Biomedical Engineering. In 20-21 recognized the effort of Dr. Michael Christie in his efforts to support students during the difficult pandemic time with a plaque at an in-person graduation ceremony for the Spring graduates. Several undergrad students are Hispanic/Black. Plan is to award Dr. Hutcheson for overall effort in '20-21. His annual report clearly indicated with examples the attention to Diversity and Inclusion in both education and research.	it is good to recognize the individual efforts of faculty to reach DEI goals.
			2) Identify funding for travel and lodging for one faculty member accompanying student at a national URM-focused meeting		Was this in abeyance for 2020-2021 due to lack of travel?
GRADUATE STUDENTS					
36	Develop diversity plan to recruit diverse students	Graduate Committee; Marketing Staff	(1) Evaluate the gender and racial/ethnic diversity of graduate students	Leveraging department undergraduate research program to create a pipeline to our graduate program. Future plan to expand these programs includes partnerships with MDC and Florida Memorial Univ. to promote inclusivity and enhance diversity in research. Also, recruited students from FIU direct to PhD, thereby targeting Hispanic students. Also, did the first national LatinX in BME national symposium to get greater visibility for the BME program to attract outside applicants.	Sounds like you are making good progress on this!
			(2) Require faculty who are funded to attend national URM-focused meetings (see above) to provide targeted recruitment efforts at these meetings.	No specific action in 20-21	Was this in abeyance for 2020-2021 due to lack of travel?
37	Establish diversity awards and recognition for graduate students		# and date of award	We are in the process to create the Domingo Gomez endowment to support hispanic students in our graduate program. Building on our success with BME students receiving the NIH F31 Diversity fellowship, we have established resources to help future applicants. We will continue with this initiative next year.	In progress.

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38	Develop plan to improve social climate, e.g., establish mentoring and networking opportunities		(1) Annual discussion with graduate students about diversity & Inclusion	We celebrate graduate student's achievements in our annual graduate research day. More than 30 abstracts were presented during this year edition. Two of our trainees "Valentina Dargam" and "Andres Pena" helped organize a nationwide event to promote hispanic representation in BME research through the inaugural "LatinX in BME" symposium with over hundred participants.	Please explain the specific DEI goals that were addressed by this activity. How many women and/or URM students participated or were recognized?
			(2) Departmental financial support for women, URM and LGBTQA graduate student networking events.	Had specific sessions on 1) Science of Self Care, 2) LatinX and Intersectionality, and 3) family and LatinX in BME at the LatinX in BME symposium.	Goal met; excellent!
38-1	mentoring graduate students		(1) Require all doctoral graduate students to develop a diversity plan statement as part of their proposal exam	A diversity statement was included in all Dissertation Proposals	Students wrote diversity statements? Not clear what happened or if it was beneficial.
			(2) Launch a "Women of BME" program that supports mentorship of female graduate students.	No particular action taken. Do not have staff support to dedicate to student mentorship specifically so at this time we are targeting all grad students (see above).	You could describe the group's demographics. Also what is being done to increase diversity of doctoral students and has there been any improvements?
DEPARTMENTAL CLIMATE					
47-1	Take steps to improve the department's climate	Chair	(1) Revise (add) the departmental mission statement to include language regarding diversity, equity & inclusion for faculty, students and staff.	By putting it in the mission statement, every student when reading the catalog understands that we are committed to an inclusive environment and education of Biomedical engineers from diverse backgrounds. The mission of the Department of Biomedical Engineering is to bridge engineering, science, and medicine. 2) Held a "BME Conversations" ZOOM session with students and faculty in response to the murder of George Floyd, 3) Chair Chung participated in panel on "Fostering an Anti-Racism Culture and Climate on Campus" at the AIMBE Virtual Summit "Equity and Anti-Racism: A Roadmap to Policy". • To educate and train the next generation of diverse biomedical engineers • To promote a culture of inclusion amongst all biomedical engineers	I commend you for your responsiveness to students concerning historical events eg George Floyd. And the AIMBE talk was offered in house as a seminar? How do you know the message of inclusion is getting across to students?
			(2) Annual discussion with the faculty and staff about climate.		Did this take place this year?
			(3) Require all faculty to provide an annual diversity statement	Requested; but only a few included these in their annual reports.	Are there ways to incentivize faculty to submit these?
49	Colloquium Series -Diversity (specific commitment, e.g., diversity speaker or topic twice per academic year)		Include at least four women and URM speakers in the WH Coulter seminar series per year.	14 women speakers out of 20 speakers for FY2020-2021	Terrific was there any racial diversity? African American or Hispanic American?

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51	Initial review and schedule of review of departmental web and print matter and news stories for D&I content		Evaluate all media publications and the BME web site	Continued	ok
52	Continuing review of public face of department		Publish at least 4 "stories" on BME web page about accomplishments of women and URM faculty/staff/students.	Continued	ok
	Community engagement				
60	Planned or existing collaborations, e.g., will develop and offer additional continuing education workshops for professionals in the community related to issues of diversity and inclusion	Ramella-Roman & Riera and Danziger & Hutcheson	1) Participate in NHELP Mobile Health Clinics and Household Visiting	Dr. Ramella-Roman can provide input about PATHS-UP. New items were 1) a national Latinx in BME symposium that included a session for family and others to attend. https://bme.fiu.edu/latinx/ , 2) Hutcheson and Jung ran a workshop for Diversity and Inclusion for Graduate students in the Georgia Tech-Emory Biomedical Engineering program (discussed what should be in a DEI statement and breakout session for participants to create one. 27 attendees - students and faculty.	Do you do any evaluation of these events? A short paper and pencil survey? Would be good to assess their impact. Very good participation.
			2) Participate in the annual Wertheim conference		
			3) Provide outreach to the community about new technologies for improving health and well-being	Dr. Ramella-Roman can provide input about PATHS-UP.	Can you provide more specifics? Are the DEI goals shared by other faculty? What are they doing?
			(4) Continue "Thirst-for-Science" community outreach event	Chair Jung did a virtual lecture for BioX Puerto Rico a high school student-run online learning platform. https://www.youtube.com/watch?v=ZmRBZ0tOhfw	ok.
	OVERALL				You are doing a lot of good things but you need some assessment or outcome measures to see if they are working. Hard outcome measures would be things like an increase in the number of women/URM faculty of graduate students. Other ideas?