

Committee for Addressing Racism and Equity

2021 Recruitment Report

***“The way to right wrongs is to
turn the light of truth upon them”***

—Ida B. Wells

To Whom It May Concern:

The Graduate Student Council at Dartmouth College formed an ad hoc Committee for Addressing Racism and Equity (CARE) in the summer of 2020 to assess how policies and practices at the Guarini School of Graduate and Advanced Studies can be changed to ensure justice, inclusion, and anti-racism at our institution. After assessment, the committee would provide actionable recommendations for both short-term and long-term institutional changes. One goal of this committee was to compile a report detailing and analyzing recruitment practices specifically aimed at increasing institutional diversity and equity across the graduate programs at Guarini.

CARE aims to promote the sustained recruitment of underrepresented minorities at the level of graduate students and faculty members. In order to ensure that Guarini is an environment in which all its students can thrive, we must first identify the biases and discrimination that currently exist at our institution. Guarini's Campus, Climate, and Culture Initiative (C3I) has "at its foundation" the NASEM report on Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine, which details the corrosive effects abuses of power have on students, faculty, and the overall research community. C3I has now made it Guarini's mission to take "measurable actions that address recommendations from the report". This was a major motivation of CARE's recruitment data collection process, as we wished to generate an analogous report that identifies other forms of discrimination at Guarini--specifically issues of racism and equity when recruiting new students--and in turn to develop corresponding recommendations for actionable changes at our institution. We want the graduate community to adopt the vision of diversity as a part of academic excellence and encourage graduate departments to take on a multipronged approach to establish an anti-racist and equitable space at Dartmouth.

As such, our committee gathered information directly from graduate programs and from publicly available information in order to identify trends and inform our recommendations on ways Guarini and programs specifically can improve their recruitment processes in order to make the process more just, equitable, diverse, and inclusive. Access to this information allows us to (1) amplify the voices of those negatively impacted, (2) evaluate the areas in which we must improve, and (3) provide transparency to the community at large.

From this report we have highlighted some key findings and corresponding recommendations, which can be summarized here:

- I. Participation in JEDI Initiatives:** Doctoral programs largely engage in more just, equitable, diverse, and inclusive (JEDI) recruitment initiatives than masters programs
- II. Application Requirements:** Applications fees and GRE requirements are barriers to more equitable and fair recruitment
- III. Publicity and Transparency:** Only a small percentage of programs had an accessible page on their website specifically dedicated to information about diversity or equity
- IV. Expansion of Current Initiatives:** Some programs are engaging in diversity initiatives that should be advertised and expanded across Guarini
- V. Issues Raised:** Programs feel overworked and understaffed when it comes to diversity initiatives. Additionally, underrepresented minorities (URM) are disproportionately having to take on additional equity work on top of their academic ventures

For more complete, detailed descriptions and suggestions please see “Major Findings and Recommendations” statements for each topic in the full report that follows. Additionally, we have detailed our data collection process and provided tables of program responses in the “Supplementals” section. Our report offers recommendations regarding how Dartmouth can improve the recruitment process at both a macro (Guarini-wide changes) and micro (program-specific) scale in order to hopefully provide both short- and long-term actionable changes. This report will be presented to the Guarini School of Graduate and Advanced Studies’ leadership, faculty, and administration and will also be publicly accessible for the graduate community at large. While CARE was originally formed as an ad hoc committee, it has recently been established as a standing committee of the Graduate Student Council and as such will continue to help research, plan, and implement policy changes to ensure equity for our community.

Thank you for your time and consideration,

CARE

Participation in JEDI Initiatives

2021 Guarini Recruitment Practices Report

Participation in JEDI Recruitment Initiatives

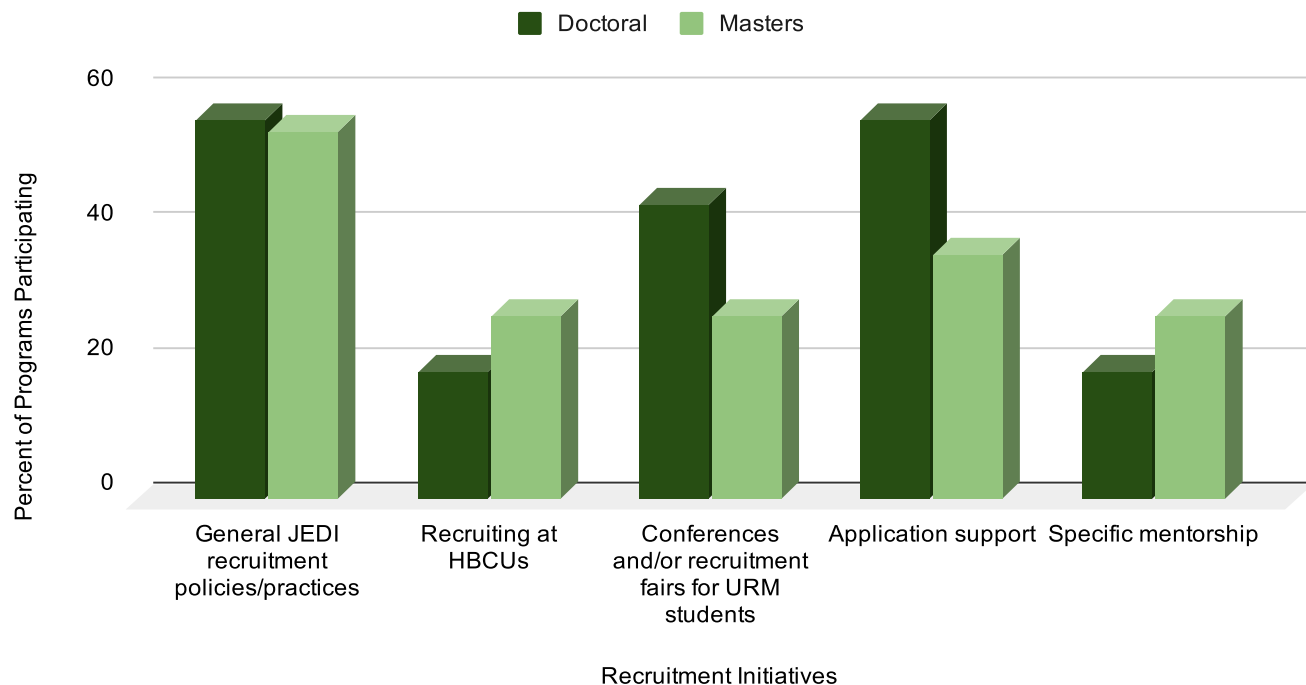


Figure 1. This data shows the self-reported just, equitable, diverse, and inclusive (JEDI) recruitment initiatives of doctoral and masters degree programs across Guarini. Percent of programs participating include all programs who responded to the data solicitation in the form of a GoogleForm survey. See supplementals for more information. HBCUs = historically Black colleges and universities

Guarini Student Race/Ethnicity

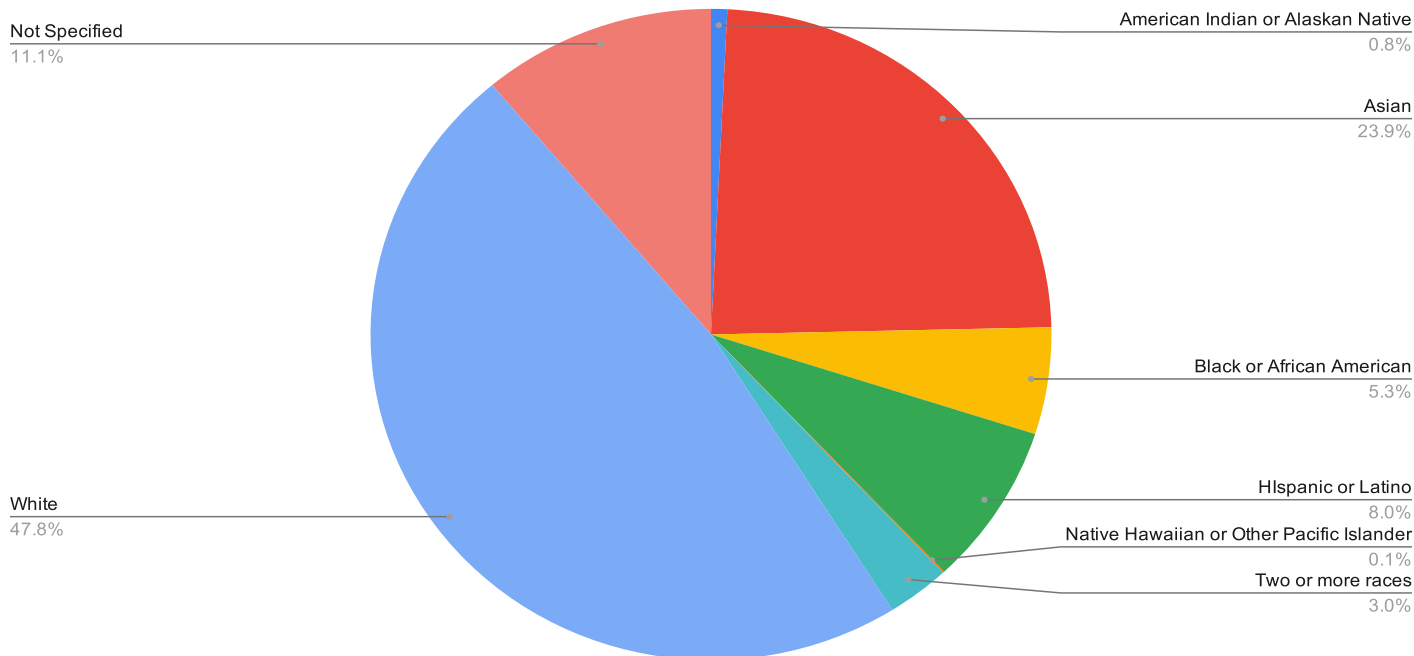


Figure 2. This data shows the race/ethnicity of students attending Guarini, by percentage of student body.

MAJOR FINDINGS:

In order to assess Dartmouth's just, diverse, equitable, and inclusive (JEDI) recruitment practices for graduate students, we created a GoogleForm survey that solicited information from each of the programs across Guarini. These responses serve as the basis for the data in Figure 1. Additionally, we gathered public accessible data on race/ethnicity of graduate students to generate Figure 2. From this information, we came to the following conclusions:

- We found that doctoral programs largely engage in more recruitment initiatives aimed at diversity and inclusivity than masters programs.
- Additionally, while a large percentage of the masters programs indicated that they have general JEDI recruitment practices/policies in place, there was significantly lower participation in all of the specific initiatives that were surveyed (i.e. recruiting at HBCUs, attending conferences and/or recruitment fairs for underrepresented and underserved students, providing application support, and the availability of specific mentorship for URM students).
- When broken down into specific initiatives, the practice most utilized by both doctoral and master's programs is application support in an attempt to make their recruitment processes more equitable. Over half of doctoral programs and over a third of masters programs either provide financial assistance or do not require a fee for their applications.
- Specific mentorship for URM students and recruiting at historically Black colleges and universities are the least utilized initiatives for both doctoral and masters programs. The latter finding is especially concerning considering that Black or African American students are highly underrepresented at Guarini (Figure 2).

RECOMMENDATIONS:

Establishing formal, consistent communication streams regarding diverse recruiting resources between all graduate programs and between Guarini and these programs would help ensure available initiatives are shared and accessible. Particularly, increasing poorly utilized initiatives--specifically recruiting at HBCUs and providing specific mentorship to URM students--should be a focus for programs, especially in light of the imbalance of the racial/ethnic makeup of current students. Furthermore, a lack of specific mentorship for underrepresented groups impacts not only recruitment but also retainment of a diverse student body, and as such needs to be addressed. Finally, there should be further exploration into (and correction of) the disparity between doctoral and masters programs' JEDI initiatives, as only about a third of masters programs are engaging in the specific recruitment practices outlined earlier.

Application Requirements

2021 Guarini Recruitment Practices Report

Application Requirements

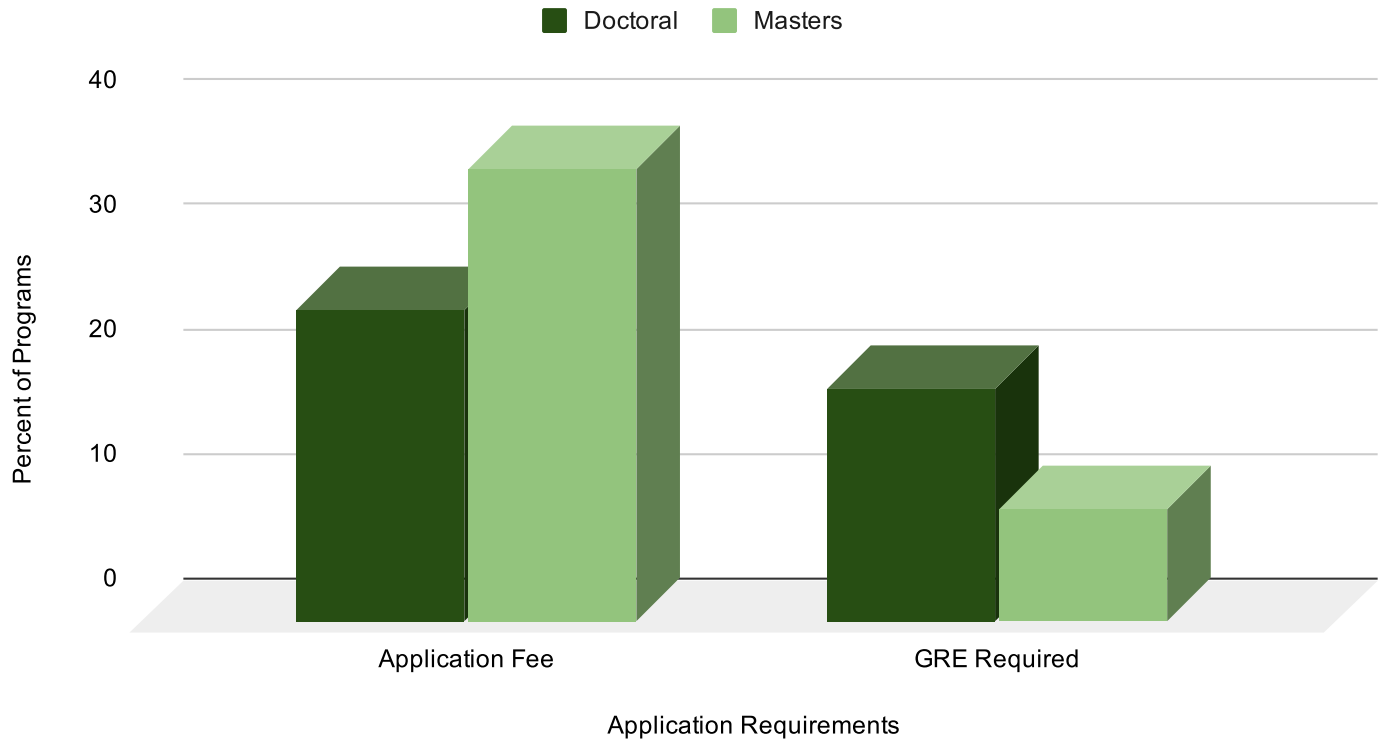


Figure 3. This data shows the application requirements of doctoral and masters degree programs across Guarini. Percent of programs participating include all programs. See supplementals for more information.

MAJOR FINDINGS:

As graduate applications themselves can pose a direct barrier to a diverse pool of applicants, we analyzed the application requirements of Guarini programs, as seen in Figure 3. We found that:

- Masters programs put a financial barrier to equitable recruitment through their significantly higher rate of application fees.
- Doctoral programs require GREs more frequently, which put underrepresented groups at a disadvantage and are a flawed, ineffective marker of graduate success.¹

RECOMMENDATIONS:

Eliminating application fees and GREs should be a priority of programs and Guarini. Requiring a fee makes programs inaccessible to those without the financial resources, disproportionately affecting those in low socioeconomic situations. Commendably, most masters programs no longer require the GRE and only a relatively small percentage of doctoral programs have it as a requirement. However, we should work to fully eliminate the GRE on our applications because as other colleges and universities continue to drop the GRE requirement¹, we risk losing talented candidates from all backgrounds to other institutions.

¹ <https://www.sciencemag.org/careers/2019/05/wave-graduate-programs-drop-gre-application-requirement>

Publicity & Transparency

2021 Guarini Recruitment Practices Report

Publicity and Transparency of Diversity Initiatives

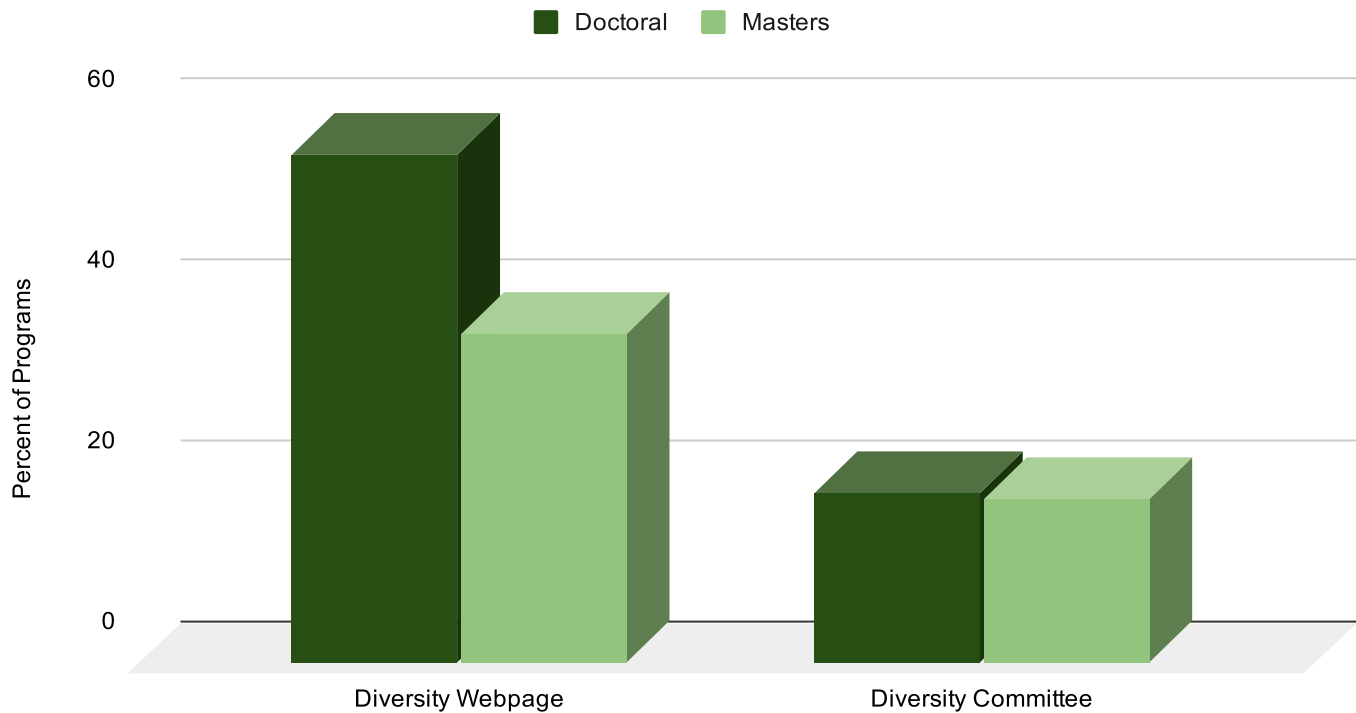


Figure 4. This data shows the percentage of all programs at Guarini who have publicly available information regarding their diversity and equity efforts. See supplementals for more information.

MAJOR FINDINGS:

A major element of recruiting involves the publicly accessible information that potential candidates see when exploring programs at Guarini. This more passive form of recruitment is still quite vital, and as such it should be made clear to potential students that our programs value JEDI. As such, we examined each program's official website for publicity of information regarding diversity initiatives and also specifically tracked which programs had a diversity committee listed on their site, as seen in Figure 4. From this, we concluded that:

- More doctoral programs had some form of information regarding their commitment to diversity on their webpages than masters programs.
- Very few programs at Guarini have a diversity committee publicized (or ostensibly formed).

RECOMMENDATIONS:

While doctoral programs were much better at providing accessible information about their diversity commitment and initiatives, only slightly more than half of programs had a publicly accessible statement or webpage dedicated to diversity. Additionally, when a webpage *was* dedicated to these issues, there was often a lack of program-specific information. Instead, the majority of these websites linked to general Guarini resources and information. While this is still informative and helpful, it does not provide prospective students information about the program's specific initiatives aimed at JEDI. Increasing transparency and publicity of our programs' specific commitments to equity will help ensure prospective students feel supported--directly supporting recruitment efforts.

*Expansion of Current
Initiatives*

*2021 Guarini Recruitment Practices
Report*

Graduate programs were given an option in the GoogleForm to provide additional information regarding any initiatives they engage in or to upload documents outlining their practices/policies. This not only emphasized the heterogeneity of recruitment strategies throughout Guarini (as revealed by the wide variety of practices, programs, and resources aimed at advancing underrepresented students in graduate education), but also exposed a large disparity in the amount of engagement across programs. In an attempt to correct this disparity and increase awareness and availability of accessible recruitment practices, we have provided a list of current initiatives below:

- ***Recruitment fairs and conferences:***
 - * American Mathematical Association's paraDIGMS: Diversity in Graduate Mathematical Sciences²
 - * Annual Biomedical Research Conference for Minority Students (ABRCMS)³
 - * Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS)⁴
- ***Programs:***
 - * Academic Summer Undergraduate Research Experience (ASURE)⁵
 - * Dartmouth Emerging Engineers (DEE)⁶
 - * Ecology, Evolution, Environment and Society (EEES) Scholar's Program⁷,
 - * EE Just Fellowship⁸
 - * MD PHD Undergraduate Summer (MPUS) Fellowship⁹
- ***Explicit statement of commitment to diversity:***
 - Not only drafting an official program statement regarding diversity and equity, but also changing program bylaws, forming Diversity Committees, and creating a public webpage (as covered earlier) can more explicitly convey commitment to JEDI policies and practices.

While this list is not exhaustive, it can hopefully be a resource for programs to draw inspiration from and to find initiatives to utilize. However, it should be noted that some of the above strategies are school (Geisel, Arts & Sciences, Thayer) and/or program specific. These recruitment measures should be highlighted and advertised more clearly and concisely through Guarini (perhaps under the recruitment tab of our diversity resources page¹⁰) so programs and prospective students can easily see the measures currently being taken. Furthermore, increased funding for attendance of recruitment fairs and participation in these activities would make it more accessible for graduate programs to utilize these resources to their fullest extent.

1 <https://graduate.dartmouth.edu/diversity/recruitment>
2 <http://www.ams.org/education/paraDIGMS>
3 <https://www.abrcms.org/>
4 <https://www.sacnas.org/>
5 <https://graduate.dartmouth.edu/diversity/asure>
6 <https://engineering.dartmouth.edu/dee/>
7 <https://sites.dartmouth.edu/eeesscholars/>
8 <https://students.dartmouth.edu/eejust/>
9 <https://geiselmed.dartmouth.edu/mpus/welcome/>
10 <https://graduate.dartmouth.edu/diversity/recruitment>

Issues Raised

2021 Guarini Recruitment Practices Report

When given space to expand upon program-specific recruitment practices and policies, a number of issues were raised.

I. Staffing:

- » Multiple programs cited the issue of being overworked and understaffed. While these programs are engaging in JEDI recruitment initiatives, they felt their capacity to expand their efforts are being limited by available labor. Often, individual program administrators, faculty, staff, and students who are passionate about diversifying their graduate community bear the burden of this additional workload.

*II. Additional Labor for URM*s

- » Following the previous point, these individuals who tackle additional equity work on top of their academic ventures are often disproportionately URM themselves. While this work can be incredibly fulfilling and is vital to changing Dartmouth's atmosphere, it's also additional labor for those who are already oppressed.

III. Availability of programming

- » Some programs commented that while they wished to participate in initiatives/conferences (such as ASURE, ABRCRMS, and SACNAS), there was limited availability for graduate programs to participate and coordinator positions for these initiatives were difficult to secure.

IV. Tracking Recruitment Endeavors

- » Very few graduate programs included information about tracking recruitment success in diversifying their programs in their official diversity plans. This poses a major problem as we need to assess what initiatives are successful and if graduate programs are increasing their efforts over the years.

V. Feedback

- » All programs had the option to “hear back from our committee on diversity initiatives that could be helpful for your program's student recruitment strategies”. While this was **completely optional**, multiple programs did not want to receive feedback on ways to improve JEDI-focused recruiting, which was disheartening.

While some of our recommendations from the previous sections partially address these issues, we believe this highlights structural and organizational changes that need to be made. Specifically, increased funding and availability of recruitment initiatives by Guarini could greatly boost existing efforts by individual programs. Additionally, there should be consistent tracking of recruitment measures and their success across Guarini in order to assess our progress as an institution.

Supplementals

2021 Guarini Recruitment Practices Report

DATA COLLECTION PROCESS

Recruitment Initiatives GoogleForm:

As mentioned previously in the report, CARE designed a GoogleForm to assess recruitment practices aimed at diversity and equity. It contained the following questions regarding graduate student recruitment:

- What is your role in the program?
- Are you directly involved in recruitment activities?
- Does your program have specific recruitment policies/practices aimed at diversity and inclusion?
- If you have any documents that detail your program's current diversity recruitment policies aimed at students, please upload them here!
- You indicated that your program has specific recruitment practices aimed at diversity. Do these initiatives include any of the following? Please choose all that apply.
- Please feel free to use this space to elaborate on any student recruitment initiatives your program undertakes.
- Would you like to hear back from our committee on diversity initiatives that could be helpful for your program's student recruitment strategies?

This survey was sent to all program administrators at Guarini (across schools and to both masters and doctoral programs). If the primary contact did not respond to the request, we sent a follow-up email. If the follow-up garnered no response, we also emailed a secondary contact person in an attempt to ensure comprehensive data collection. This was largely successful, however for Figure 1 it should be noted that three of the eleven masters programs and four out of sixteen doctoral programs did not respond to multiple requests for information. Information from this survey was also used to inform our "Expansion of Current Initiatives" and "Issues Raised" section of the report.

Race/Ethnicity Data:

We gathered the demographic information to construct Figure 2 from the data provided by Dartmouth's Office of Institutional Research.¹

Application Requirements:

Jane Seibel (Assistant Dean for Recruitment, Diversity, and Communications) provided information on application fee and GREs required by programs.

Publicity and Transparency:

The data branch of CARE manually reviewed all Guarini program websites for publicly accessible information on JEDI policies/statements, a diversity webpage, and/or a diversity committee. Links to these webpages can be available upon request (see below).

***For more information or access to the existing data, please contact either
care@groups.dartmouth.edu or sarah.a.steimel.gr@dartmouth.edu***

¹ <https://www.dartmouth.edu/oir/data-reporting/factbook/>