

News from the Applied Math
Diversity, Equity & Inclusion Committee

Spring 2022

As the Spring 2022 semester winds down, the Diversity, Equity & Inclusion Committee would like to share some of what we worked on this semester.

Workshops

In Spring 2022, we offered several workshops for the Applied Math Community.

On March 1, we offered a workshop on Difficult Conversations led by the University [Ombuds](#), Julie Weber. The workshop was well received, and we plan to offer Part 2 in the fall. See below for some highlights from the workshop.

Later in the Spring, we offered a series of workshops on advising and mentoring. Alycia Mosley Austin, Associate Dean of Diversity and Inclusion at the graduate school, presented two workshops for the faculty, and Maija Hallsmith, Assistant Director of Academic Diversity at the graduate school, held two workshops for graduate students and postdocs.

Highlights from Difficult Conversations Workshop

In case you missed it, we wanted to share some highlights from the Difficult Conversations Workshop led by Julie Weber. At the workshop, we learned how to prepare for, initiate, and effectively engage in a difficult conversation.

We talked about what difficult conversations are, why we avoid them, and why we should have them, drawing on the following resources:

- [Difficult Conversations: How to Discuss What Matters Most](#), by Douglas Stone, Bruce Patton, and Sheila Heen
- [“We Have to Talk: A Step by Step Checklist for Difficult Conversations,”](#) by Judith Ringer

We learned about the Situation-Behavior-Impact™ (SBI) framework, developed by the the [Center for Creative Leadership](#) (CCL).

- "[Use Situation-Behavior-Impact \(SBI\)TM to Understand Intent](#)" from the CCL
- "[The Situation, Behavior, Impact Feedback Framework](#)" from Medium

And we practiced Active Listening:

- "[Use Active Listening to Coach Others](#)," from the CCL

Pay full attention and convey respect	Look in the speaker's eyes, nod, say "uh-huh," notice speaker's tone and body language, listen for speaker's feelings, thoughts, and needs/wants without judgment.
Ask open-ended questions to learn more	"What is important to you about this issue?" "What do you mean by ___?" "What would you like to see happen?"
Paraphrase, checking for accuracy	"It sounds like you are saying ____. Is that right?" "I am hearing you say _____. Am I correct?"
Acknowledge and validate feelings	"So I see that this issue is important to you." "You seem upset/angry/disappointed that you were never called back after you left the message."

Thank you to Julie Weber for providing slides from her presentation and links to resources.

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WAYS TO GET INVOLVED

We Want Your Input

Where would you like to see us focus our efforts next year? Please fill out [this short survey](#).

[SHARE YOUR IDEAS](#)

In addition, the Division is conducting a self study program review of both the undergraduate and graduate programs over the next 18 months, and there will be opportunities to contribute your thoughts and ideas.

We will be holding a Town Hall Meeting in July to discuss the self study and DEI issues. Please look for an announcement in June with the date for the Town Hall.

Spring 2022 ACCOMPLISHMENTS

- Incorporated community input on graduate student recruiting into this spring's efforts. 14 new graduate students will be attending in the fall.
- Celebrated Black and Women's History months by highlighting African-Americans and Women in the field of Applied Mathematics.
- Held check-in meetings with Candy and Rosanna for third-year students with a focus on non-academic topics. Candy and Rosanna also held informal exit interviews with graduating students in May to learn more about their experiences in the graduate program.
- Committee members attended OIED Department Showcase that highlighted the DEI committees in computer science, OVPR, and the Watson Center. We also met individually with computer science and plan to coordinate future DEI efforts with them.
- Held biweekly committee meetings. View minutes [here](#).
- Completed an update to the Applied Math DEI Webpages

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As always, we welcome your comments, suggestions, and feedback via our [comment box](#).

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