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## Statement from the Chancellor and Provost on Inclusion in STEM Fields

The University of Massachusetts Amherst holds the inclusion and equitable treatment of all faculty, staff and students at the core of its mission. Fundamental to this commitment is recognizing that across the nation sexual harassment occurs in the academic workplace and must be addressed. The university takes all allegations of sexual harassment or assault seriously, investigates them promptly, and deals appropriately with those found responsible, within existing personnel policies or the Code of Student Conduct.

One area of increasing focus is support for women in the STEM fields, which has been targeted by a variety of initiatives at UMass Amherst for a number of years.

Most recently, the university has recruited four new women deans, as a reflection of campus values and high-impact hiring. These include Tricia Serio in the College of Natural Sciences, Barbara Krauthamer in the Graduate School, Laura Haas in the College of Information and Computer Sciences, and Cynthia Gerstl-Pepin in the College of Education. Earlier this month, the university appointed Enobong (Anna) Branch as the Associate Chancellor for Equity and Inclusion and Chief Diversity Officer.

Last spring, the university completed a comprehensive Campus Climate Survey, reflecting its commitment to values of inclusion and diversity, and it continues to take action to address the concerns of students, staff and faculty. In the STEM fields, a number of efforts are in progress, including:

- The Diversity Science Institute, led by Professor Nilanjana Dasgupta, is translating her research into workable programs to create an environment that encourages women to stay in STEM fields. The new deans will be looking at how the research can be applied in their schools.
- The university is evaluating best practices nationally for handling student sexual harassment complaints as part of an ongoing effort to improve its processes.
- Forty summer fellowships were established for STEM graduate students, provided through an expanding Graduate School program to enhance diversity.
- Faculty associated with these summer fellowships are serving on an informal advisory group about issues of climate, inclusion and professional development.
- The Graduate School's Office of Professional Development is offering workshops and other programs on mentoring. Its efforts focus on gender and diversity and advancing women in STEM.

- Julie Posselt of USC will speak on Oct. 11 about the graduate application process and taking a holistic approach to reviewing applications.
- Serio has a strong commitment to issues of diversity in STEM, having written professionally on the subject, and she has created a website for people to share their stories: [speakyourstory.net](http://speakyourstory.net). On campus, she is leading an effort to organize a special retreat with graduate students to address diversity, inclusion and equity in STEM and to revise policies within CNS to implement best practices to advance the climate for all.