

Fall 2021 / Winter 2022 Addendum to the Department's Black Lives Matter Statement

In the Department Statement in Response to the Killings of Breonna Taylor, Ahmaud Arbery and George Floyd, we laid forth six plans that we would execute as a department. Over the past year, we have made significant progress on some of these and limited progress on others. In this addendum, we will (1) report progress on these six plans, (2) record additional activities the department took in the past year, and (3) lay out plans for this upcoming year.

1. *Progress on 2020 plans:*

- The department was encouraged to adhere to the Mathematical Association of America (MAA) recommendations when the statement was sent out.
- One faculty member, Rosa Orellana, is serving as a research mentor to an E.E. Just Undergraduate Fellow. We still need to start department-wide engagement with DCAL to implement inclusive practices in the classroom.
- The math department held biweekly discussions on racial justice during the year 2020-21, run by a faculty member (Carolyn Gordon) and a graduate student (Alex Wilson), with participation from faculty members and graduate students. A website was created with a list of the readings that were discussed, as well as other resources about racial justice particularly as it relates to math education. Attendance at these discussions was relatively small.
- We had an implicit bias training workshop for department members. In addition, some department members participated in College-wide implicit bias training events.
- Some faculty came together to create a DEI Commitment and Plan for the graduate program.
- The department instituted the [C. Dwight Lahr Lecture Series](#), an annual lecture series in honor of Emeritus Professor C. Dwight Lahr. The inaugural speaker was Edray Goins, who gave two lectures in February of 2021. The series aims to bring speakers from underrepresented groups, and speakers who have done significant work towards diversity and inclusion. For our general colloquia, we have not quantified the representation of BIPOC mathematicians historically or currently, and still need to be more deliberate about increasing this representation.

2. *Additional activities from the past year:*

- For all our faculty searches, the department has created an interviewing committee, separate from the recruiting committee. The interviewing committee meets each candidate on the short list and asks them the same set of questions, with a focus on the candidate's experience with diversity initiatives, and how the candidate would contribute to the department's diversity and inclusion goals. This was put in practice in our faculty searches last year, and it will be done again this coming year.

- The members of our recruiting committees, both for faculty and for postdoc searches, attended a faculty search workshop in the fall run by Dartmouth's Office of Institutional Diversity and Equity.
- The department became an institutional member of the National Association of Mathematicians and participates in its Undergraduate MathFest graduate fair.
- The department has paired its graduate student recruitment focused on systematically excluded minorities with nominations to the E.E. Just Liftoff Fellowship.

3. *Proposed plans and ideas for the upcoming year:*

- We will send an all-department email with the MAA recommendations.
- We will send an all-department email with a link to the website from the Racial Justice Reading Group, encouraging the department to engage with the resources generated and discussed there, as well as contribute resources of their own.
- We will encourage department members to participate in DCAL's workshops on inclusive teaching and anti-racist pedagogy, as well as in IDE's [Diversity Reading Group](#).
- The chair and associate chair will continue to seek out opportunities for implicit bias training, as well as bystander intervention training, as suggested in the MAA recommendations.
- The faculty will create an ad-hoc DEI committee, with the goal to present a plan to form a standing DEI committee with graduate student representatives.
- Colloquia chairs, in asking for speaker nominations, will include a reminder that we are seeking to increase representation of BIPOC speakers among our speakers.
- As part of the department's effort to increase the number of systematically excluded minorities in our graduate program, we will focus our graduate student recruitment efforts. Department members will continue to go to HBCUs and HSIs to give talks and discuss our graduate program with interested students, as well as continue their engagement with paraDIGMS.
- We will further support the E.E. Just program through undergraduate research, graduate recruitment, and outreach.
 - The department chair will request that interested faculty provide undergraduate-friendly descriptions of their research. We will then combine our two existing undergraduate research pages into one, and populate it with the above research descriptions, to be updated annually.
 - Our graduate student recruitment focused on systematically excluded minorities will be paired with department nominations to the [E.E. Just Liftoff Fellowship](#).
 - Graduate students will be encouraged to apply to become [E.E. Just Graduate Fellows](#).

- The department will publicize the activities and opportunities offered by the E.E. Just Program and encourage students who support the mission of the program to participate. This will include forwarding announcements on to our students and posting announcements on department bulletin boards and the webpage.