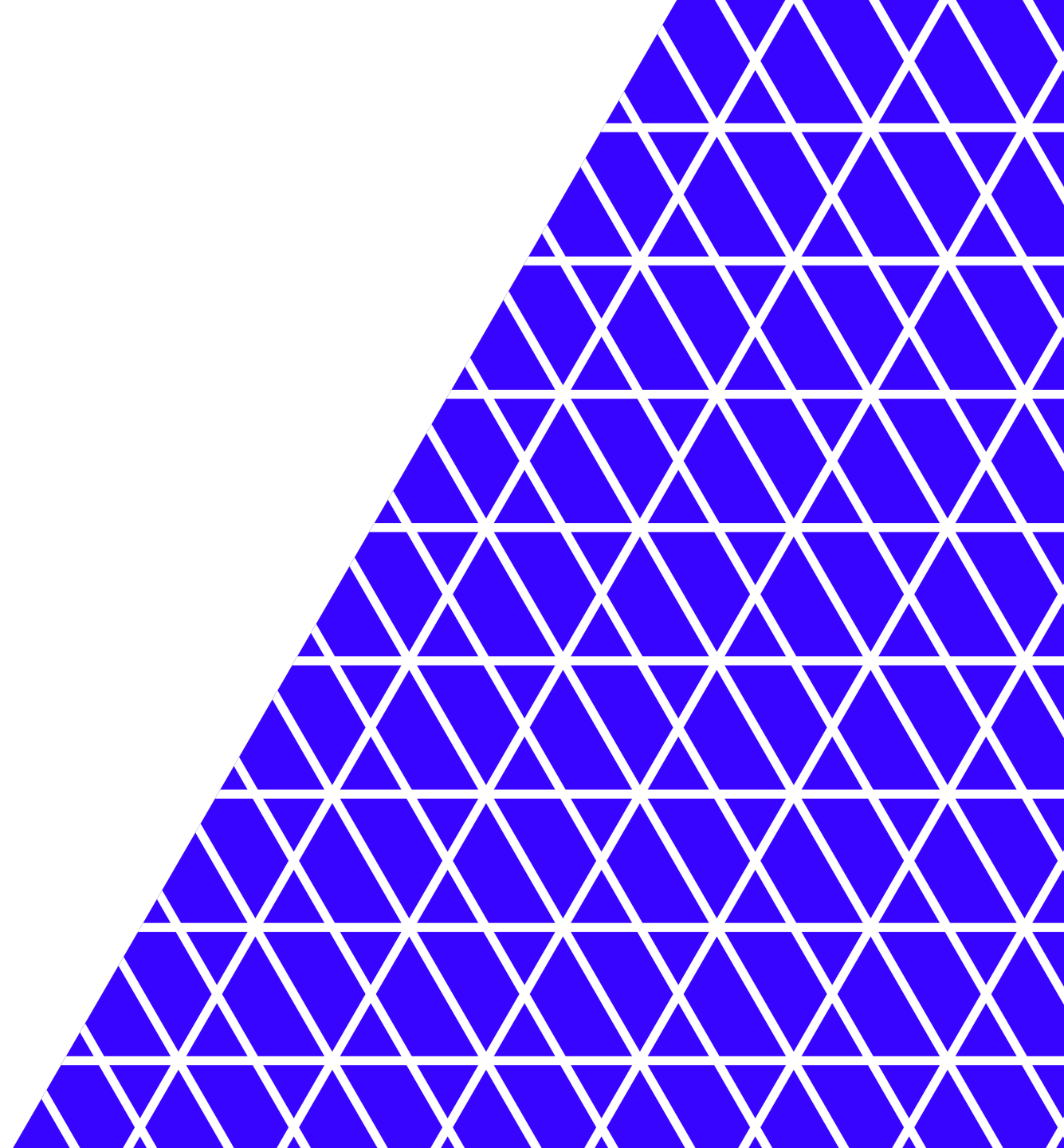




Whitehead Institute
Diversity, Equity and Inclusion
Strategic Plan





Whitehead Institute's DE&I Commitments

- I. Enhance the Professional Development of Future Leaders in Science
- II. Enhance the Professional Development Opportunities for Administrative and Research Staff
- III. Increase Outreach and Hiring of Diverse Scientists and Administrative Staff
- IV. Adopt a DE&I Statement and Post on Institute and Individual Lab Sites
- V. Enhance Targeted Actions to Build a Diverse Pipeline of Future Scientists
- VI. Conduct Education/Training to Promote a More Diverse, Equitable, and Inclusive Culture
- VII. Enhance Communication on DE&I Progress and Activities
- VIII. Build an Inclusive One-Whitehead Culture

I. Enhance the Professional Development of Future Leaders in Science



- Junior Faculty and Whitehead Fellows
 - Bi-monthly group mentoring.
 - Junior Faculty & WI Fellows will have group meetings with Institute's Director, Ruth Lehmann, twice a year.
 - WI Fellows and Junior Faculty dinners will be established at a mutually agreed frequency.
- Postdocs
 - Group mentoring in collaboration with PDA & IAP trainings through MIT Biology
 - Support creating an individual Postdoc Advisory Board for mentoring and professional development

II: Enhance the Professional Development Opportunities for Administrative and Research Staff



- MIT online training - Lynda
- Budget for external professional development training for staff
- Funding for underrepresented staff to attend a conference of interest once a year

III: Increase Outreach and Hiring of Diverse Scientists and Administrative Staff



- Whitehead Fellows
 - Update hiring process to be more inclusive by updating website
 - Update to allow application or nomination through external website
 - Consider quarterly application deadlines
 - Accept applications from historically underrepresented racial/ethnic groups at any time throughout the year
- Postdocs
 - Post position on external website
- Track applicants to ensure diversity and provide annual report
- Diverse slate commitment for all external hiring roles

III: Increase Outreach and Hiring of Diverse Scientists and Administrative Staff



- Outreach to diverse candidates
 - An active presence on social media will be developed
 - Events to introduce postdocs and other researchers to new Junior Faculty and Whitehead Fellows
 - A video that showcases diverse current and former Whitehead Fellows and Faculty will be created
 - Participate in and support the annual Intersections Symposium for diverse Postdocs interested in faculty positions
 - Create a new competitive and diverse Postdoc Program
 - Students will select PIs of interest and placement must be mutually agreeable
 - Three Postdocs from an underrepresented group for 3-year appointments

Initiative IV: Commitment to DE&I Statement and Post on External and Lab Sites



- Adopt DE&I statement below and post on external and all lab websites

The Whitehead Institute believes diversity, equity and inclusion (DE&I) are integral to its values and mission. As a research Institute dedicated to improving human health through biomedical science, we believe that diverse thought invokes creative inquiry, drives innovation, and fuels scientific breakthrough. We welcome all individuals of all backgrounds including race, ethnicity, gender identity and expression, sexual orientation, age, veterans status, national origin, disability, marital status, parental status, socioeconomic status and/or origin. Our commitments include:

- Improving hiring, retention and promotion of diverse talent
- Creating and maintain an inclusive culture that promotes physical and mental well-being and respect for all Whitehead community members.
- Developing partnerships to increase engagement and outreach with local communities to improve accessibility particularly for individuals from groups underrepresented in biomedical science
- Encouraging open dialogue and facilitating learning opportunities to address DE&I topics which are available to the entire Whitehead community.

Initiative V: Enhance Targeted Actions to Build a Diverse Pipeline of Future Scientists



- MSRP Program
 - expand to 6 students a year
 - encouraging multi-summer commitments by students
- Middle and High School Student Program
 - similar programs for high school students in the Boston area
 - increase the participation of underrepresented students in the Institute's public middle and high school educational programs.

Initiative VI: Conduct Education/Training to Promote a More Diverse and Inclusive Culture



- Gender-focused Training
 - training on creating an inclusive culture with respect to gender (will include anti-sexual harassment education as well)
 - separate session will be conducted on this topic for PIs and Managers (will include anti-sexual harassment education as well)
- Other Diversity and Allyship Training
 - training on creating a diverse and inclusive culture and allyship (bystander responsibilities).
 - will focus on Race/Ethnicity/LGBTQ and disability status, among other dimensions of diversity
- The Onboarding Process
 - quarterly session for new hires

Initiative VII: Enhance Communication on DE&I Progress and Activities



- Monthly Institute eblast with introductions to new staff and other DE&I updates
- Town hall re: Adoption of Strategic Plan and Report on the Cultural Assessment
- Posting DE&I Strategic Plan on website
- Annual DE&I Report summarizing DE&I accomplishments over the year

Initiative VII: Enhance Communication on DE&I Progress and Activities



- Annual Report of Complaints of Gender based & Sexual Misconduct
 - Distributed internally and posted online
- Update the Intranet Site with DE&I materials, recordings contained on the intranet site as well as links to affinity groups and a calendar of events
- Policy Updates:
 - Faculty and staff sanctions for Sexual Misconduct (similar to MIT site)
 - Treating Sexual Harassment as an ethical breach

Initiative VIII: Build an Inclusive One Whitehead Culture



- Appointment of a DE&I Lead and staff
- Comply with the Corporate Equality Index goals on the Human Rights Campaign site for LGBTQ equality (www.hrc.org)
- Provide free coffee/tea in Cafeteria/library in afternoons to promote interaction among all. (2-5 pm/ Monday thru Friday)
- Leverage EthicsPoint as Ombuds process
- DE&I Speaker Series (7/year) that's open to all

Initiative VIII: Build an Inclusive One Whitehead Culture



- Science for the Non-Scientist
 - one hour at lunch-time
 - opportunity for Postdocs, graduate students and other researchers to translate their research into laymen's terms
 - Will be open to all, however only non-scientists will be able to ask questions in order to keep the presentations at a non-scientific level
- Launch Affinity Groups based on interest
 - Women, LGBTQ+, Allies, Black/African American and Latinx, People with Disabilities and Parents
 - Each group will have an executive sponsor from (Faculty/Fellows/Sr. Administration)
- DE&I Council
 - provide advice to Whitehead's DE&I Lead and to serve as ambassadors for DE&I throughout WI
 - 12-member group representative of the diversity at the Institute and be comprised of both administrative and research faculty and staff