The Developmental Biology Department at Stanford believes that diversity, equity and intentional inclusion are essential to a thriving scientific community. Creating and maintaining a supportive environment that enables all of our community members to achieve their full potential is central to the success of our department.

Ways to get involved:

**Workshop Developers/Facilitators** - We are looking for people (from any position) interested in planning the department-wide DEI workshop or facilitating smaller activities within the workshop. If interested, email: xxxx@stanford.edu

**Journal clubs** - DB Science and Society Journal Clubs happen on the 2nd Monday of each month. Be on the lookout for an email at the beginning of the month for the discussion topic and zoom information. If you’d like to volunteer as a facilitator or suggest a topic of discussion you can sign up [here](#) or email: xxxx@stanford.edu and/or xxxx@stanford.edu

**Community College Outreach** - Have ideas or interest in ways to increase research opportunities for community college students in our department and/or at Stanford? If so, email: xxxx@stanford.edu and/or xxxx@stanford.edu

**DEI Slack channel** - Join the DEI Slack channel to stay up to date with current DEI initiatives. You can join just the general channel or also any subgroup channel. Email: xxxx@stanford.edu
Recruitment
Recruitment is led by Allistair Boettiger, Leslie Mateo, Kei Yamaya and Seungsoo Kim. We aim to expand the number of diverse applicants at the graduate student, postdoc, and faculty level. We plan to organize and execute inclusion-friendly recruitment strategies to seek and recruit strong candidates in an unbiased manner. This may include attending national meetings such as SACNAS and ABRCMS or giving talks at institutions with primarily underrepresented populations.

Outreach
Outreach is led by Wendy Wenderski and Erin Sanders. Our main goal is to support equal access to research and career development opportunities for all students. We aim to increase access to research at Stanford for local community college students by increasing student awareness of research opportunities, encouraging DB labs to consider supporting research projects for community college students and seeking out funding sources for supporting community college student research.

Communications
Communications is led by Sarah Stern and Trisha Chong. We aim to facilitate communication between the DEI committee and the rest of the department, to increase transparency within the department and to help communicate our department’s goals and missions with other departments and with the general public. To this end we plan to update DEI information on the website, publish quarterly DEI newsletters and assist in department-wide communication through surveys and other methods.

Recent events and milestones:

Recruitment panel - DB hosted approximately 40 prospective students in a recruitment panel to help spread information about our PhD program and what to expect when applying to bioscience PhD programs!

Community College Mentorship Program - DB has partnered with local community colleges in a new mentorship program. This program, spearheaded by Erin, Wendy and Teni, pairs students at Canada College and College of San Mateo with DB mentors. Mentor/mentee pairs have been meeting virtually one-on-one to work on UC and 4-year-college transfer applications and scholarships. We also meet monthly with all participating students so that students can form a supportive community amongst themselves as well as have additional access to DB mentors.

Diversity & Outreach Webpage - We now have a Diversity and Outreach section on the DB website. This section includes our department’s Diversity Statement and a number of resources for current grad-students and postdocs. Check it out at: https://devbio.stanford.edu/new-page-1