

DIVERSE FACULTY RETENTION TIPS

- Listen more than you speak.
- Engage in formative opportunities to establish a relationship.
- Encourage honest feedback about faculty's experiences.
- Keep confidential information confidential.
- Do not become defensive about issues that arise.
- Do not rely solely on diverse faculty to gather helpful resources.
- Do your homework about diversity and inclusion best practices.
- Be persistent when searching for diversity and inclusion resources. If you don't find answers in one place, keep looking.
- Communicate your responses to issues with your faculty.
- If you will not or cannot address an issue or concern, communicate this.
- Remain transparent, yet respectful, in your relationship.
- Keep the lines of communication open after formal meetings.
- Identify what being respected looks like for your faculty.
- Use your network to facilitate beneficial relationships and partnerships for your faculty.
- Give faculty permission to hold you accountable for your actions.
- Acknowledge and reward diversity and inclusion champions in your unit.

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