10 Ways to **Encourage Diversity** in Informatics

AAMC

Lead by encouraging wellness, self-care, and family.

Encourage staff to connect with their community in IT—whether in person (e.g., GIR spring conference) or online (e.g., Women Who Code).

Make sure your team is welcoming. For example, structure your quarterly meetings so everyone feels comfortable participating.

Offer unconscious bias training.

Pursue a pool of diverse candidates by considering multiple diverse candidates, not just one.

Include vendors who represent diversity in your preferred list, for example, minority-owned, female-owned, and veteran-owned businesses.

Review IT applications and websites for bias. Are they accessible and Section 508 compliant?

Provide training on résumé writing that assists all job candidates in highlighting their skills and abilities.

Seek feedback from diverse employees leaving your organization via an exit interview with your diversity officer. They may share more with someone who is not in their department.

Encourage visual cues that represent a diverse audience (e.g., videos at the start of meetings, posters of diverse role models). Remove IT stereotypes, such as Star Trek posters or figurine memorabilia, from meeting rooms and other common workplace areas.