The Diversity, Equity, and Inclusion in Research Certificate Pilot Program

> *"As deeply as I want to assert that systemic and institutional racism that breeds this type of violence does not reflect who we are, regrettably we know that we have many more strides to take towards a truly equitable environment. But we have offered up words and statements before. As many of my colleagues and other offices across campus have acknowledged, this is a watershed moment and the time to act is now. Racism is everyone's problem."*
>
> - Terry Magnuson, UNC Vice Chancellor for Research, in his June 3, 2020 email address to the UNC research community in response to racial injustice exemplified by the murder of George Floyd

The Diversity, Equity, and Inclusion in Research (DEIR) Certificate Program

The Diversity, Equity, and Inclusion in Research (DEIR) Certificate Program -- a joint endeavor of the Odum Institute for Research in Social Science, the UNC Office for Diversity and Inclusion, and the Office of the Vice Chancellor for Research -- will foster a new standard of inclusion, sensitivity, and intentionality in the UNC research community. This certificate program will add an important dimension of excellence in UNC research as it aligns with the first strategic initiative of *Carolina Next: Innovations for Public Good*, "Build Our Community Together."[1]

Developed specifically for faculty and staff engaged in research activities, this certificate will offer participants tools to:

1. create and sustain conditions in research labs and workspaces that foster diversity and inclusion;

2. address bias and inequity in the conduct of research; and

3. enact initiatives that prioritize diversity, equity, and inclusion throughout the research process from assembling research teams to disseminating research outputs.

This proposal describes the DEIR certificate program as a pilot in its initial year of implementation for establishing and delivering the curriculum and assessing outcomes, with plans to scale the program in subsequent years to support broad participation at UNC. The pilot program will be open to staff and faculty working under the Office of the Vice Chancellor of Research. The ultimate goal of this certificate program is to give participants a strong foundation upon which they can engage in *ongoing* personal and professional development as members of a thriving community of thoughtful, inclusive, and ethical researchers at Carolina.

Program Structure

To earn the DEIR Certificate, program participants must successfully complete a set of required core courses, plus three elective courses from a selection of DEIR-approved courses. Courses will be offered on a rotating basis each semester, with required core courses offered at least once per academic year. Courses will be scheduled with enough frequency that participants are able to complete certificate requirements in as few as two semesters.

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[1] https://carolinanext.unc.edu/plan/