SURPAS (the Stanford University Postdoctoral Association) started focusing its efforts on supporting postdoc diversity and inclusion beginning of last (academic) year. Within less than a year, we have made considerable progress in creating a more inclusive postdoctoral community and increasing visibility for minoritized postdocs. Below is a timeline of our work on this topic, with specific examples which can be adapted for other institutions.

**why postdoc diversity?**

Future faculty come from current postdocs! (as do many entrepreneurs)

Postdocs are in a unique position to be at the intersection of mentor and mentee, being shaped as academics while shaping others in turn.

Minoritized and marginalized scholars leave academia around the postdoc stage.

Academia is a privileged institution, which should uphold its responsibility to provide a better example and contribution to an equitable society.

**tools for successful advocacy**

Familiarize yourself with the governance structure of your institution. It’s important to know who has the power to make change happen.

Meet with people in person as much as possible. Talk may be cheap, but it gives the other person a point of contact + that’s how ideas start growing legs + great for networking too.

Keep records! Make meeting agendas, meeting summaries, record ideas and plans. Store them on shareable platforms!

Cultivate your leadership and negotiation skills! Take advantage of workshops and experiences on the topic. This will result in more productive meetings, advocacy, etc.

Engage and reward passionate individuals. Service can be draining, so it’s important to nourish the individuals who put in the work.

Graduate students can be great allies!

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**August 17**

**Identify Existing Players Involved in Supporting Diversity and Inclusion in the Community**

- Most schools have a diversity program/office
- Existing community centers or offices that support minoritized groups
- Existing postdocs, mailing lists, graduate student groups

**Research Composition of Postdoc Population and Campus Dynamics**

- What groups are represented/visible, what groups are not?
- How does this compare to other community members (i.e. undergrad/faculty)?

**September 17**

**Meet | Listen | Talk**

- Learn from the people already doing the work
- Learn from the communities that need support
- Sign up for mailing lists - tune in to what events and programs happen on campus

**Incorporate Promoting Diversity and Inclusion in SURPAS Mission Statement + Launch Diversity Advisory Committee**

**Action Plan: Supporting Diversity and Inclusion in the Postdoc Population**

Rationale: Minoritized and marginalized postdocs have unique needs and challenges that are inadequately addressed

**October 17**

**Postdoc Representatives Invited to Be Part of the School of Medicine Diversity Cabinet**

Following meetings and presentation to the faculty senate

- Representation on such committees is a huge asset to making postdoc voices needs heard in positions of power

**November 17**

**Postdoc REPS ATTEND SACNAS and ABRCMS**

- Inviable example of how supportive communities elevate minoritized scientists

**MinorityPOSTDOC.ORG founder meets with Stanford postdocs**

**Stanford Black Postdoc Association (SBPA) launches Postdoc Social Media Takeovers**

- Increasing visibility for minoritized postdocs builds a more inclusive community and elevates their status

**December 17**

**Postdocs Attend “How to Be the Only__ in Your Department”**

- Sponsored by the Office for Postdoctoral Affairs

**Initiate Discussion of Postdoc-Grad Student Mentorship Program**

- Increasing visibility for minoritized postdocs builds a more inclusive community and elevates their status

**NPA Abstract Accepted!**

**January 18**

**Awareness Regarding Black History Month**

- Announcement email for postdocs
- OpEd article published in Stanford Daily

**February 18**

**Surpas Monthly Mailer Dedicated to BHM**

**Solidarity Wine-Down**

- Diverse postdocs and grad students gather for friendship, food and drinks

**March 18**

**Planning Meeting for Postdoc Grad Student Mentorship Program + Diversity Speaker Series**

**Initiate Plan for Diversity and inclusion Programs**

- An initiative to reward and encourage postdoc education and engagement in programs related to diversity and inclusion.
- Similar parallel to the Teaching Certificate currently offered by the Office for Postdoctoral Affairs.

**April 18**

**Community Center Crawl!**

- Postdocs and grad students visit the 7 community centers on campus
- Integrate campus resources for postdocs

**Women History Month Featured in the Surpas Mailer**

- Provide a welcoming community for postdoc candidates being recruited to Stanford