**DU–GROW**
Led by Co-PI: Kristin Deal

**OBJECTIVES**
Redesign Search Committee training toward problem solving approach in support of departmental leadership

**ULTIMATE GOAL**
Provide training and support for chairs, directors, deans and members of search committees toward increasing representation of historically excluded faculty

**ACCOMPLISHED (2022)**
- Established baseline of support structures and barriers in hiring based on current practices and iChange study
- Consultation with EOIX and HRIC toward understanding the potential of external equity advocates.

**IN PROGRESS (2023)**
- Creation and redesign of support training for leadership and search committees
- Embedding the understanding of equity within the hiring process
- Deliberate Decision Making (DDM) model

**NEXT STEPS: (2024)**
- Implementation of training and evaluation programs for leadership
- Creation/installation of "Equity Advisors" within search committees

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Mobilizing Equity to Raise Inclusivity in STEM
UNIVERSITY of DENVER

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