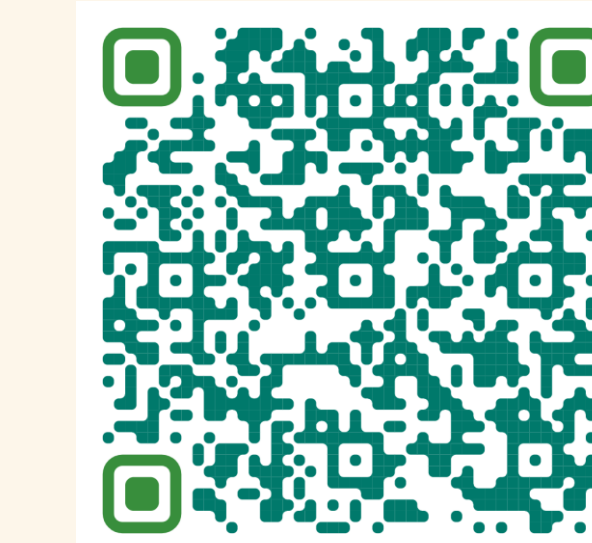
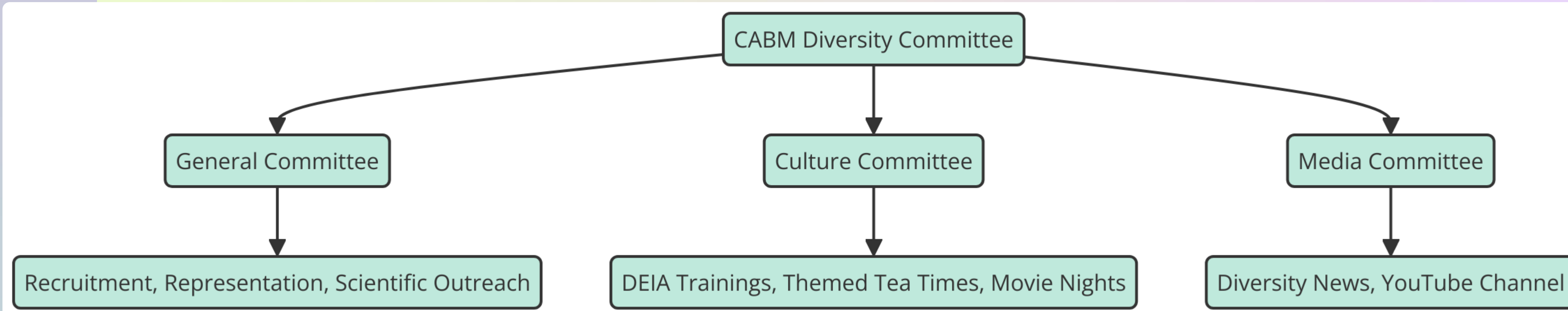


CABM Diversity Pulse Questionnaire 2024

Analysis of community feedback and our next steps

CABM Diversity Committee's mission

The CABM Diversity Committee (CDC) was established in May 2021 with the mission to promote the four pillars of DEIA—Diversity, Equity, Inclusion, and Accessibility—within the Center for Advanced Biotechnology and Medicine (CABM). The committee, consisting of students, trainees, faculty, and staff, works to turn DEIA ideals into actionable steps, making CABM a safe, supportive, and welcoming environment for all. Through various initiatives, including cultural events, DEIA trainings, and infrastructural changes, the CDC strives to create a more inclusive culture within CABM and the broader Rutgers community.



Archive of past events



DiversityUp! YT channel

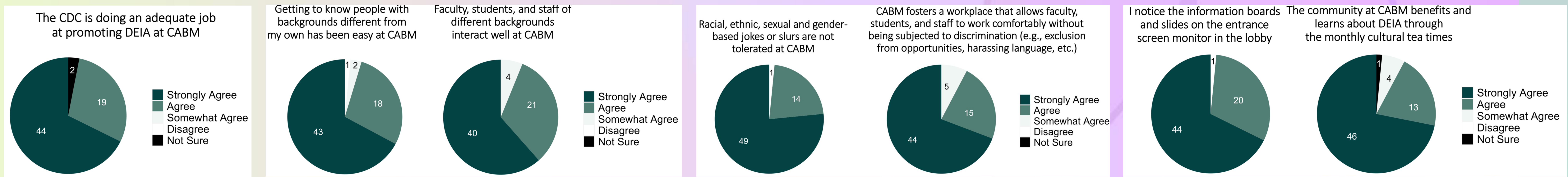
Highlight achievements

- Conference for Rising Stars in Graduate Research
- Teen Café and STEM Ambassadors outreach
- All-gender bathroom, multi-purpose wellness room
- Quarterly Diversity News newsletter
- CABM Diversity Pulse Questionnaire

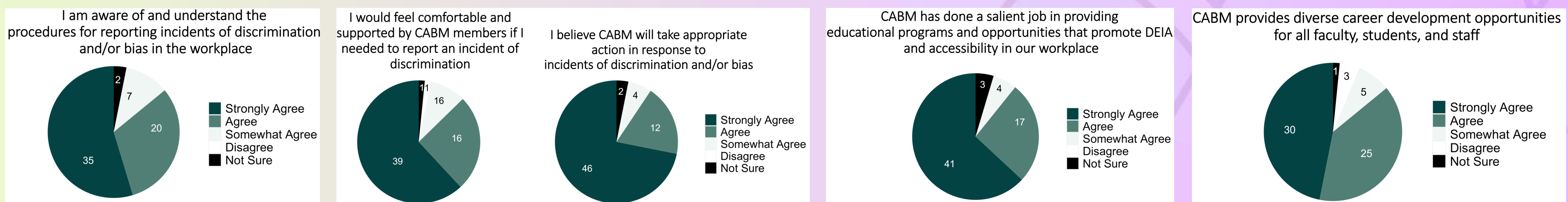
Goal of the Pulse Questionnaire

CABM Diversity Pulse Questionnaire with 16 questions was organized in spring 2024 to gather feedback from the CABM community on the effectiveness of DEIA initiatives, identify areas for improvement, and ensure that future events and activities are aligned with the needs and perspectives of students, postdoctoral fellows, faculty, and staff. A total of 84 survey initiations, 64 full responses, and 40 raffle entrants were recorded for the Questionnaire.

What is going well



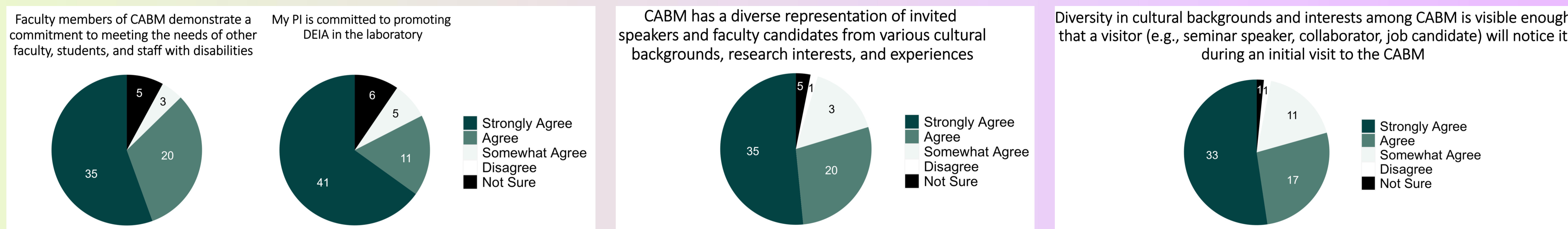
What to improve



Our plan

- Improved information and support for reporting workplace incidents
- More DEIA trainings and career development events

What to work toward



Our commitment

- Engage CABM members at all levels to actively stand up for and promote DEIA values
- Invite speakers and faculty candidates from diverse backgrounds to enrich CABM
- Foster more empathy and understanding within CABM

"I am grateful to the CDC for their generous efforts on behalf of the entire community."

"I have met most CABM people through CDC's events. Thank you for making it such a fun place to be in!"

"Thank you for your thoughtful programs. Some of us are very quiet, but I can assure you that many of us are learning."

"Even more diverse faculty recruitment that aims to better represent the student and university population."

"In person attendance at all events should be encouraged to foster our whole community."

"Continue a broad program highlighting different and diverse groups."

"We could have DEIA workshops as part of the CABM Seminar Series in addition to the research talks."

"I am working to unlearn what I was taught when younger through my work trainings."