1) Created BBE DEI website with list of resources and shared DEI Committee meeting minutes

2) Established BBE DEI lab Representatives Program

3) Formed BE/Bi/CNS/NB 197 Mentoring and Outreach “class” providing course credit for DEI activities

4) Initiated BBE Postdoctoral Fellowship Combining Research with Outreach

5) Michael Dickinson ran “Caltech SHINES” event to welcome prospective grad students before arriving

6) Summer 2021 Derrick Morton initiated and ran the “PEER program” for high school student volunteers through a joint research program with Kaiser Permanente

7) Provided FUNDING to support DEI-related activities. Also, compensated BBE DEI representatives for creating slides for lab group meetings and to share with others

8) Initiated Faculty Advocate Program connecting incoming grad students with secondary faculty advisors supported by option reps

9) Announced applications for “Out to Innovate” Fellowship for Trans, Intersex, and Non-Binary grad students and postdocs in STEM

10) Defined “suggested language” to send invited seminar speakers. See DEI committee meeting discussions held Oct 20 and Nov 3, 2021

11) Initiated method to ANONYMOUSLY REPORT issues directly to DEI committee or DEI chairs