

Implementing Adlerian Principles into the Day-to-Day Work of Diversity, Equity, and Inclusion in Academia

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Abstract : A fraction of mechanical trainees (graduate students) from underrepresented groups (URM) has steadily increased through targeted recruitment and interventions to support their success during training. However, this trend has yet to translate to a connected increase in the number of faculty from these underrepresented groups. The purpose here is to look at proven strategies that departments and research institutions can develop to increase faculty hiring and promotion equity to address the lack of racial and gender diversity among their faculty. We will look at this process through an Adlerian lens, i.e., Adler theorized social interest as “a feeling of community, an orientation to living cooperatively with others, and a lifestyle that values the common good above one’s own interests and desires.” This abstract will look at implementing a cogent DEI strategy through an Adlerian perspective.

Keywords : diversity, equity, inclusion, adlerian

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