

HMC CS DIVERSITY

Department focus started with Jane Margolis talk either in 2002-03, or Fall 03. Jonah Cohen asked "Why do we care about women. The major is full already". It was this question that I believe focused the department.

- ***Cooperation is difficult when organizational members are following different values.***

We decided as a department to seek women majors. There was no vote, no laid out agenda, just a recognition that we needed to do something different. Jane Margolis had been to campus a few years earlier. No one doubted her comments or suggestions, but no one championed a desire to make changes.

The overt decision to move forward, left it open to everyone to choose a direction.

- **Allow work groups to successfully develop in stages.**
- **Work groups evolve through stages of development.**
- **Focus on task cohesion instead of social (interpersonal) cohesion.**

The remaking of CS 5 (Fall 05) was lead by Christine Alvarado (but left to the committee to develop specifics). There was no set of rules or outcomes...just create something that seemed both more appealing and just as concentrated in CS knowledge, but more open and engaging to all scientists.

- **Reinforce an organizational climate of diversity.**

Maria came to HMC just after we started our redesign. While she never provided CS with specifics, she continued and expanded the Admissions effort to change HMC to a more accepting place for women and for all under-represented. The faculty as individuals and

the department as a group took making CS a welcoming environment as a goal. This goal continues today.

- **Reinforce diversity mentoring.**

Diversity mentoring has become a cornerstone of HMC at the administrative level. At the department level it has become a byproduct of our student Tutoring effort.