Overview

As part of Institute Diversity, Georgia Tech’s ADVANCE Program builds and sustains an inter-college network of professors who are world-class researchers and role models dedicated to supporting the community and advancement of women and minorities in academia by:

» Advocating for diversity, equity, and inclusion.
» Advising campus leadership on policy and structure.
» Increasing awareness and reducing the impact of implicit bias.
» Making data-driven recommendations for faculty retention, advancement, and satisfaction.

We will recruit, develop, retain, and engage a diverse cadre of students, faculty, and staff with a wide variety of backgrounds, perspectives, interests, and talents, creating a campus community that exemplifies the best in all of us — in our intellectual pursuits, our diversity of thought, our personal integrity, and our inclusive excellence.

— Georgia Tech’s Strategic Plan: Designing the Future
Mission

To develop systemic and institutional approaches that increase the representation, full participation, and advancement of women and minorities in academic STEM careers, contributing to a more diverse workforce, locally and nationally.

Vision

To take continuing action in the initiatives, practices, and policies that support a more equitable, diverse, and inclusive workplace.

Initiatives

The ADVANCE Program supports the following:

- **Equity, Diversity, and Excellence Initiative (EDEI)** – Focuses on four areas — mentoring, transparency, bias awareness, and accountability — to help foster a diverse pool of talent, create an inclusive and equitable work climate, and support the career growth of existing faculty at all levels.

- **Implicit Bias Workshops** – Offers workshops for faculty focused on implicit bias and perceptions of competence.

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