

Toolkit for Department Cultural Change

- *Initiate the conversation* about department culture and norms of collegiality.
- Create an *icebreaker activities*, like a crossword puzzle about each other's interests.
- *Creating social routines* such as a) morning coffee break, perhaps in the Ansel lounge, perhaps with annual subscriptions to a coffee service, b) weekly department lunches (ECSE has started to do this); weekly lunch cart
- *Create common space* such as a) Centralized departmental mail boxes, printers; an informal collective place on campus; now that the Dining Hall has gone, there is no place to just go and see who is there.
- *Form groups to foster informal interactions* through a) a study group or other more personal affinity group; b) informal dinners in conjunction with RAMP-UP events to maintain the "buzz"; b) teams organized around doing something for someone else, such as fundraising for a specific cause or creating a newcomers' guide, c) a Toastmaster club d) a bridge club, e) a dinner club
- *Seed participation* by a) Identifying and training "hinge" people in the department who can serve to create new social networks b) address and target isolated members c) Seeding participation in events ("each one bring one")