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Incorporating sustained community building in graduate TA experience

Over the past few years, we have focused on incorporating community building throughout the entirety of our graduate TA experience. We explore three stages of their development: on arrival, early in-service, and late in-service. In particular, we describe TA training, structured mentorship, TA check-ins and needs assessments, and systems for incorporating senior TAs in the running of community building activities. We are especially interested in community building components that are sustainable and reproducible so that these efforts can be long lived. We further comment on how to foster connection across different levels of the department, especially undergraduate TAs.