

# USU Department of Geosciences Diversity, Equity, and Inclusion Action Plan

**Our goal is to create a welcoming Geosciences community by improving inclusion and diversity in the Geosciences Department and our discipline.**

**SHORT TERM**

**ONGOING**

**LONG TERM**

OBJECTIVE	METHOD/STRATEGY	ANTICIPATED RESULTS
Track and evaluate progress and address issues in Geosciences Department	<ul style="list-style-type: none"> <li>Yearly demographics and climate survey</li> <li>Rotating DEI working group membership</li> </ul>	<ul style="list-style-type: none"> <li>Baseline data for prioritizing action and monitoring effectiveness of DEI efforts</li> </ul>
Continue to develop, update, and refine anti-racist policies	<ul style="list-style-type: none"> <li>Participation in URGE (Unlearning Racism in Geosciences) Program</li> <li>Collaboration with USU Diversity and Inclusion Task Force, other USU DEI organizations</li> </ul>	<ul style="list-style-type: none"> <li>Departmental Code of Conduct, updated field safety plans, laboratory SOPs, advisor-student agreements</li> </ul>
Expand pathways of communication regarding DEI concerns; advertise resources and training opportunities	<ul style="list-style-type: none"> <li>DEI web platform associated with Geosciences Department webpage</li> </ul>	<ul style="list-style-type: none"> <li>Demographics and climate surveys demonstrate increased diversity, satisfaction with DEI efforts</li> </ul>
Increased visibility, recognition, and support for researchers of minoritized groups	<ul style="list-style-type: none"> <li>Invite and compensate visiting faculty speakers from minoritized groups</li> </ul>	<ul style="list-style-type: none"> <li>Greater guest speaker diversity, more inclusive department community</li> </ul>
Create new opportunities for undergraduate students of minoritized groups	<ul style="list-style-type: none"> <li>Development of JEDI grants and scholarships</li> <li>Reduce barriers for application and matriculation</li> </ul>	<ul style="list-style-type: none"> <li>Undergraduate student population matches or exceeds demographics of region and state</li> </ul>
Attract and retain students, staff, and faculty of minoritized groups	<ul style="list-style-type: none"> <li>Training for faculty, staff, and grad students (ex: Bias, Anti-Racism, etc.)</li> <li>Additional funding for faculty and staff recruitment</li> <li>Include perspective of inclusion and diversity in hiring process</li> </ul>	<ul style="list-style-type: none"> <li>Faculty, staff, and graduate student demographics match applicant demographics.</li> </ul>