

Diversity and Inclusion Excellence

Odum School of Ecology

November 1, 2022

Inclusive Excellence Priority I: Building an Inclusive Living/Learning Environment that Supports Access and Success for Diverse Students

Unit Goal 1.1: Increase enrollment of underrepresented and underserved students at the undergraduate and graduate level in the Odum School of Ecology (OSE).

Proposed action. Enhance recruitment, outreach, and mentoring to increase the proportion of graduates from underrepresented and underserved groups.

KPI. Proportion of graduates from underrepresented and underserved groups (as defined by OIR) in OSE-affiliated undergraduate and graduate programs.

Data Source: Office of Institutional Research and internal (OSE) database for tracking applications, acceptance, enrollment, and graduation of OSE students.

Annual Targets:

FY2022 Baseline	Assess 5-year running average level of diversity of students graduating from OSE degree programs
FY2023	5% above (i.e., 5 percentage points added to) baseline running average
FY2024	7.5% above baseline running average
FY2025	10% above baseline running average

Unit Goal 1.2: Enhance field safety for school staff and students to promote inclusivity by reducing and countering experiences of exclusion, discrimination, or violence based on gender or any other form of identity status.

Action. Develop and maintain an updated field safety manual and guidelines for fostering inclusivity and safety in field settings for OSE faculty, staff, and students.

KPI. Development and annual updates of the OSE field safety manual.

Data Source: Annual activity reported by DEI committee.

Annual Targets:

FY2022 Baseline	Prepare safety manual; assess percentage of current labs that have read the field safety manual and have specific protocols in place
FY2023	Annual review and needed updates or revisions to field safety manual
FY2024	Annual review and needed updates or revisions to field safety manual

FY2025	Annual review and needed updates or revisions to field safety manual
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Unit Goal 1.3: Provide DEI training to faculty, staff, and students, including mentorship training.

Action. Offer and promote annual DEI-enhancing workshops for OSE faculty, staff, and students.

KPI. Proportion of OSE personnel with supervisory roles attending annual workshops.

Data Source: Database maintained by DEI committee for OSE-specific workshops and faculty/staff reporting on annual evaluations.

Annual Targets:

FY2022 Baseline	Offer annual DEI workshop; assess participation
FY2023	5% participation increase over baseline
FY2024	10% participation increase over baseline
FY2025	15% participation increase over baseline

Inclusive Excellence Priority II: Recruiting and Retaining a Diverse Workforce to Advance Our Mission in the 21st Century

Unit Goal 2.1: Diversify faculty mentor population.

Action. Reach a diverse target population when filling faculty positions through job listing services and direct outreach by search committee members.

KPI. Advertising resources spent and specific outreach efforts targeted to reach underrepresented and underserved candidates used during job searches, including: job listing services, professional societies, minority-serving institutions, social networks, and individual contacts.

Data Source: Dean's office will maintain a database of advertising and outreach resources collected from search committees; search committees will document outreach through professional societies and networks, institutions, and individuals.

Annual Targets:

FY2022 Baseline	Identify job listing services that target underrepresented candidates; quantify advertising and outreach efforts in past searches.
FY2023	Expand advertising and outreach campaign targets by 10% above baseline.
FY2024	Expand advertising and outreach campaign targets by 15% above baseline.
FY2025	Expand advertising and outreach campaign targets by 20% above baseline.

Unit Goal 2.2: Diversify external mentorship opportunities.

Action. Attract scholars from diverse backgrounds to interact with our faculty and students (e.g., seminar speakers).

KPI Number of visiting scholars, seminar speakers, and guest lecturers from underrepresented groups or whose visit includes addressing diversity, equity, and/or inclusivity issues.

Data Source: Internally maintained list of visiting scholars, seminar speakers, and guest lecturers.

FY2022 Baseline	Assess number of visiting scholars or speakers from underrepresented groups or whose professional activity or seminar addresses diversity and inclusion issues
FY2023	Increase visitor/speaker diversity by 5% over 2022 baseline
FY2024	Increase visitor/speaker diversity by 10% over 2022 baseline

FY2025	Increase visitor/speaker diversity by 15% over 2022 baseline
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Unit Goal 2.3: Promote and incentivize faculty and staff time commitments for outreach to enhance DEI.

Action. Update annual self-evaluation to include dedicated space to report optional DEI-related work, and increase the number of DEI promoting activities reported by faculty and staff. Factor this work into assessments of service load and assignment to university and unit committees.

KPI. Updated annual self-evaluation template to capture total number of DEI promoting activities reported by all faculty and staff each year, including

- DEI related scholarship
- DEI promoting outreach, especially OSE initiatives
- Serving on DEI committees in professional organizations

Data Source: Updated annual self-evaluation template.

Annual Targets:

FY2022 Baseline	Self-evaluation template created and evaluated for baseline metrics
FY2023	5% increase in faculty and staff who engage in and self-report DEI-enhancing activity
FY2024	10% increase in faculty and staff who engage in and self-report DEI-enhancing activity
FY2025	15% increase in faculty and staff who engage in and self-report DEI-enhancing activity

Inclusive Excellence Priority III: Expanding Partnerships and Outreach to Strengthen Diverse Communities

Unit Goal 3.1: Ensure and increase financial, material, and human resources dedicated to supporting inclusive outreach activities in OSE.

Action. Increase financial and material resources to support inclusive outreach

KPI. Annual financial support and space allocation for EcoReach and STEM Zone

Data Source: Annual budget and anticipated needs reports from outreach organizations; internal OSE budget and space reports.

Annual Targets:

FY2022 Baseline	Assess needs (financial and space)
FY2023	Maintain current levels of annual financial support, offer needed space for EcoReach and STEM Zone materials
FY2024	5% Increase annual funding to support expanded or new initiatives (if needed)
FY2025	10% Increase annual funding to support expanded or new initiatives (if needed)

Unit Goal 3.2: Promote and incentivize student time commitments for outreach to enhance DEI.

Action. Promote outreach through EcoReach or other programs as internships for class credit.

KPI. Advertisement and enrollment for outreach as internships.

Data Source: Athena and internal tracking of outreach-oriented internships.

Annual Targets:

FY2022 Baseline	Assess opportunities and advertise outreach-based work for internship credit.
FY2023	Disseminate flyer advertising outreach for internship credit
FY2024	5% Increase in number of students taking internship credits for outreach initiatives
FY2025	10% Increase in number of students taking internship credits for outreach initiatives

Unit Goal 3.3: Provide and promote resources to improve inclusivity in OSE communications and outreach activities.

Action. Develop inclusive communications handbook of best practices and guidance.

KPI: Development of Inclusive Communications Handbook.

Data Source: DEI committee annual activity reports.

Annual Targets:

FY2022 Baseline	Consult with UGA Marketing & Communications, and Ecology communications/PR team; establish shared drive as DEI communications repository
FY2023	Archive resources from annual communications training
FY2024	Archive resources from annual communications training, Draft of Inclusive Communications handbook
FY2025	Archive resources from annual communications training, Dissemination of Inclusive Communications handbook