

Diversity, Equality and Inclusion Goals & Objectives

for the Ecology & Evolution Graduate Program

Rutgers University

May 12, 2022

As accepted by consensus by the Diversity, Equity, and Inclusion (DEI) Committee (Alvin Crespo, Ryan Almeida, Julia Van Etten, Jaelyn Bos, Steen Hoyer, Alexa Fredston, Shaneika Nelson, Myla Aronson, Lena Struwe, and Malin Pinsky [chair]).

1. Recruit, Retain, and Develop a Diverse Community: Increase the diversity of the E&E graduate student community to reflect the diversity of the country.

Objectives	Strategies / Tactics	Responsible Parties	Metrics for success/material goals	One-time or ongoing?	Timeline
Market individual graduate opportunities to a more diverse audience	Advertise funded PhD positions with MSIs, within Rutgers, and with other targeted listservs and professional societies.	DEI committee (guidance); Individual PIs (advertising)	Faculty use list for advertising Increasing numbers of applicants of diverse backgrounds	Ongoing	DEI Committee develops a suggested distribution list (completed 1 March 2021). Faculty use list to advertise positions (ongoing)
Market the E&E graduate program to a more diverse audience	Revise E&E website to more clearly welcome diverse backgrounds and to clarify application processes	EcoGSA & GPD	Website revision done	One-time	Revision 1 (completed 31 December, 2020). Revision 2 (completed July 1, 2021)
Recruit a more diverse workforce to the ecology &	Organize, advertise, and host virtual events to	EcoGSA & E&E Program Coordinator and	Event occurs Numbers of participants	Ongoing	Host event (completed April 2021, September

evolution field broadly	encourage applications	faculty			2022, April 2022, and ongoing)
Encourage diverse applicants to accept offers to Rutgers	Host an annual invitation-only applicants event.	EcoGSA & E&E faculty & GPD	Event in late January each year	Ongoing	Annually in January
Update admissions process to promote diversity, equity, and inclusion	Implement holistic review process w/out GREs	DEI & Admissions committees	Holistic review used for admissions	One-time	Develop holistic admissions rubric (completed February 2021). Update rubric based on feedback from first application (completed May 2021).

2. Recruit, Retain, and Develop a Diverse Community: Increase the diversity of the E&E faculty and staff

Objectives	Strategies / Tactics	Responsible Parties	Metrics for success/material goals	One-time or ongoing?	Timeline
Increase diversity in postdoctoral scholars	Advertise postdoc positions with MSIs and other targeted listservs / networks. Promote Presidential Postdoctoral Fellows Program (https://academicaffairs.rutgers.edu/postdoctoral-fellows)	DEI Committee, E&E Faculty	Increasing diversity in postdoc community	Ongoing	DEI Committee develops a suggested distribution list (completed 1 March 2021). Faculty use list to advertise positions (ongoing)

Increase diversity of applicant pool for faculty & staff positions	Develop & implement guidelines for advertising/recruitment best practices	DEI Committee, Faculty & staff search committees E&E faculty DICE?	Increasing faculty & staff diversity (five-year metrics to be collected and evaluated)	Ongoing	DEI Committee develops a suggested distribution list (completed 1 March 2021). Faculty use list to advertise positions (ongoing)
Ensure equitable evaluation process for job application	Search committee members take STRIDE training	DEI Committee Faculty search committees E&E faculty DICE?	Increasing faculty & staff diversity (five-year metrics to be collected and evaluated)	Ongoing	Advocate STRIDE training for faculty on search committees (at least two were trained by December 2021)
Recruit diverse candidates for faculty & staff positions	Faculty recruitment: all identify and share ideas for recruits	DEI Committee Faculty search committees E&E faculty DICE?	Increasing faculty & staff diversity (five-year metrics to be collected and evaluated)	Ongoing	Ongoing

3. Promote Inclusive Scholarship and Teaching: Actively create an inclusive, collaborative, and supportive working environment for all members of the E&E community, particularly to foster the participation of underrepresented groups.

Objectives	Strategies / Tactics	Responsible Parties	Metrics for success/material goals	One-time or ongoing?	Timeline
Identify barriers to inclusion in our community	Conduct a Climate Survey	EcoGSA / DEI Committee	Report to E&E program	Every third spring, starting 2021	Completed first survey in spring 2021. Next survey scheduled for

					spring 2024.
Work towards equity in service and teaching burdens among all students, staff, and faculty.	Evaluate whether women and POC (faculty, staff, and students) have disproportionate service burdens. If so, work with GPD to redistribute work.	DEI Committee; GPD; Program Coordinator	Action taken to redistribute work if necessary	Every 5th fall, starting 2022	Evaluate in summer/fall 2022
Provide solutions to economic burdens that inhibit student success	Work with Rutgers and E&E on economic burdens that inhibit student success, e.g., slow reimbursements, food to committees, access to childcare, stipends, travel funding.	DEI Committee; E&E staff	Code of Conduct adopted	One-time	Guidelines included in Code of Conduct (Fall 2021). Improve transparency about travel advances (Summer 2022). Evaluate further needs (Spring 2023).
Promote inclusive teaching and curriculum development among the E&E faculty and TAs	Work with DICE, The TA Project, and others to offer training and resources to faculty & TAs. Specifically develop information on best practices and examples as it relates to E&E topics (land, species, biodiversity, heritage,	DEI Committee / faculty	Metrics on attendance at training, reports on changes to curricula, feedback from students	One-time (initially)	

	ethnobiology)				
Clear guidance on how to respond to any form of discrimination or harassment.	Revise E&E procedures and information resources	DEI Committee	Number of reported harassment incidents in surveys or reports.	One-time (revision) and ongoing (education)	Reporting flow chart on website and sent to E&E (Fall 2021).
Build community and belonging.	Organize frequent and varied social events, at different hours, involving different activities, including without alcohol	EcoGSA	Maintained high or increased sense of belonging and community as per survey results	Ongoing	Friday student seminars, Halloween party, and Lunch matrix (ongoing)
Provide ongoing opportunities for self-education among community members interested in race, gender, and DEI, mentoring, and other topics.	Organize a reading group and workshops, including during faculty meetings	Faculty and graduate(+ students?) to organize courses and workshops	Reading group and workshops organized and metrics on attendance.	Ongoing	Advanced Evolution Journal Club started Fall 2020 with focus on DEI, will continue each Fall; workshops on Equity Fundamentals (DICE; October 2021) Disabilities (ODS; spring 2022)
Promote diverse speakers as part of E&E Seminar Series and Special events, especially POC, women, and	Invite and if possible pay honoraria to women and POC speakers.	E&E Seminar Coordinator / E&E Program Coordinator	Proportion of POC, female, and non-academic-institution speakers each at ~25%, female at >40%;	Ongoing	HHMI honoraria to underrepresented speakers (started Fall 2021)

non-academic careers.			annual metrics collected.		
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4. Develop an Institutional Infrastructure to Drive Change

Objectives	Strategies / Tactics	Responsible Parties	Metrics for success/material goals	One-time or ongoing?	Timeline
Check in regularly with DICE about what programs and initiatives may be relevant to us.	Create a DICE Liaison role on the DEI Committee.	DEI Committee / DICE Liaison	Liaison appointed, reports regularly back to DEI Committee with information and action items.	Ongoing	Alvin Crespo appointed unofficial DICE liaison from DEI committee appointed (fall 2020); Brooke Maslo appointed SEBS DICE officer appointed (fall 2021); Malin Pinsky nominated as DICE Advocate (spring 2022).
Check in regularly with the Office of Disability Services.	Create an ODS Liaison role on the DEI Committee.	DEI Committee / ODS Liaison	Liaison appointed, reports regularly back to DEI Committee with information and action items.	Ongoing	Alexa Fredston appointed ODS liaison (winter 2022).
Evaluate progress towards a more diverse graduate	Compile ethnic and racial diversity for applicants, offers,	GPD and AA	Statistics reported to DEI Committee and E&E program	Ongoing	Statistics compiled (September 2020, 2021, and ongoing)

student body	and accepted offers				
Provide a way for community members to provide open-ended feedback on their experiences without fear of retaliation.	Publicize flow chart of reporting options for diversity of concerns	EcoGSA / DEI Committee	Surveys repeated annually, summarized and shared		Reporting flowchart posted on E&E website (fall 2021)

5. Define Sustainable and Substantive Community Engagement: Work to increase engagement and appreciation of ecology and evolution among historically marginalized groups in the E&E field. This will primarily be focused at K-12 in surrounding communities and undergraduate students.

Objectives	Strategies / Tactics	Responsible Parties	Metrics for success	One-time or ongoing?	Timeline
Engage K-12 students and teachers in topics and careers related to E&E	Make a list of existing programs and opportunities for collaboration	Faculty / staff / grad students / EcoGSA collaboration. Jaelyn Bos coordinating updates.	Number of engagements/ events with K-12 educators and students, numbers of students involved	Ongoing.	Opportunities compiled and shared with program by email (Spring 2022)
Engage K-12 teachers in topics and careers related to E&E	Highlight and invite teachers to annual Personal Bioblitz	Faculty / EcoGSA / Staff; Personal Bioblitz and Botany Depot run by Lena Struwe	Number of events/schools attended	Ongoing	Personal Bioblitz is each year March-May, invite in Jan-Feb (done 2022, ongoing)

Engage K-12 students (and teachers) in topics and careers related to E&E	Collaborate with existing RU outreach programs (example: Science Bus, Project SEED, etc.)	Faculty / EcoGSA / Graduate Students	Number of programs collaborated with and event participation. (metrics collection not yet developed)	Ongoing	E&E members volunteer for Science Bus, Skye a Scientist, and Rutgers Day outreach (2021, 2022, and ongoing)
Engage K-12 students and teachers in STEAM (Science Technology Engineering Arts and Math) and SMART (Science Medicine and Related Topics) themes and careers related to E&E	Conduct outreach through school or university events, virtual or in-person show and tell, recorded virtual tours or demos.	E&E Faculty / EcoGSA / Student Clubs	Collect annual metrics on events and participation. (metrics collection not yet developed)	Ongoing	Spring 2023?
Increase the number of underrepresented undergraduates students active in research within E&E	Promote RISE & Aresty by spreading information to E&E faculty about opportunities and funding	DEI Committee / GPD/ E&E Faculty	Collect annual metrics on RISE marketing, show increased numbers of underrepresented groups. (metrics collection not yet developed)	Ongoing	RISE students hosted in E&E (2021, 2022, ongoing)