Equity, Diversity and Inclusion AY2020-21 Action Plan
College of Mines and Earth Sciences
Committee for the Advancement of Inclusion and Diversity
Approved 9 Nov 2020

As a College we are committed to facilitating and advancing a culture of equity, diversity, inclusion (EDI). We strive to have an academic culture that is:
- accessible and free of barriers;
- promotes a sense of belonging;
- recognizes and values the individual experiences, contributions and achievements of faculty, students, post docs and staff;
- purposefully advances the success of people traditionally marginalized in STEM.

Actions 2020-21

College Culture and Climate

- Define the meaning of culture and climate for CMES
- Work with other campus entities, such as the Office for Equity, Diversity and Inclusion and the Office for Inclusive Excellence, to develop a plan to collect and analyze data to quantify CMES culture and climate

Policy and Processes

- Design and implement an approach for recruiting diverse faculty and staff
- Review and revise Retention, Promotion, and Tenure (RPT), Tenured Faculty Review (TFR), and Staff Performance Review policies and processes to evaluate and reward contributions to promoting EDI
- Finalize the recruitment, retention and promotion policy for Career Line Faculty to include rewards for contributions to promoting EDI
- Examine and develop recommendations to address salary or recognition inequities of women and underrepresented faculty and staff, possibly including the appointment of an ombudsperson to annually review and identify inequities and forward recommendations to the cognizant chair and dean

Students and Curriculum

- Develop plans for a 1- credit core/capstone pathway course on professional ethics, EDI, gender, and race in CMES disciplines
- Work with departments to develop practices and processes for more inclusive field safety experiences for students, faculty, and staff
- Review and revise CMES and department graduate program admissions processes and practices to eliminate bias, promote EDI, and recruit a more diverse student community
- Meet with department and college academic advisors at the mid-point and end of each semester and review results of exit interviews with department academic advisors each summer to hear and record student concerns to identify EDI barriers and bottlenecks

Marketing, Communications and Outreach

- Create a prominent EDI presence and statement for College and department web pages, including links to critical resources
- Build a sustainable EDI social media strategy
- Create a mechanism to audit accessibility and inclusivity of content of on-line and printed marketing materials
- Identify EDI-related fellowship information and facilitate student application
- Develop consistent and strong messaging for prospective and current students about the careers and skills offered by the disciplines in CMES

Enhancing our Inclusive Excellence

- Collaborate with other campus EDI partners to leverage initiatives, programs and resources
- Create an online portfolio of professional development resources, seminars, and workshops that are focused on inclusive excellence and evaluated and tailored for CMES faculty, students, post docs and staff