

**Equity, Diversity and Inclusion Action Plan AY 2022-23**  
**College of Mines and Earth Sciences**  
**Committee for the Advancement of Inclusion and Diversity (CAID)**

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 2022-23**

#### **Merger with College of Science**

- Work with College of Science Executive EDI Committee to integrate efforts as appropriate and develop mutually beneficial priorities
- Develop in conjunction with College of Science Marketing and Communications team consistent and strong messaging for prospective and current students about the careers and skills offered by the disciplines in CMES

#### **College Culture and Climate**

- Define the meaning of culture, climate and belonging for CMES and 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

#### **Faculty and Staff**

- Implement consistent onboarding and offboarding processes for new faculty and staff
- Hold a series of conversations to identify faculty and staff retention strategies

#### **Policy and Processes**

- Implement the CMES Career Line, Adjunct and Visiting Faculty policy
- Examine and develop recommendations to address salary or recognition inequities of women and underrepresented faculty and staff. Put in place a mechanism to annually review and identify inequities and forward recommendations to the cognizant chair and dean
- Review and progress URGE deliverables to implementation

#### **Students and Curriculum**

- Market and enroll students in CMES 3600-Gender & Contemporary Issues in Mines & Earth Sciences
- 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. Meet with department academic advisors each summer to hear and record student concerns to identify EDI barriers and bottlenecks
- Identify and develop activities and resources for students that need additional support

### **Enhancing our Inclusive Excellence**

- Schedule Bystander Intervention seminars for faculty, staff and students
- Schedule seminar series for faculty and staff on LGBTQA issues in STEM
- Collaborate with other campus EDI partners to leverage initiatives, programs and resources. Evaluate and tailor for CMES faculty, students, post docs and staff as needed
- Continue to provide professional development opportunities for graduate students and post docs