

Action Item	Objective	Timeline	Notes
Lunch and Learns Direct Effort	Workshops dedicated to providing a safe space to learn and bring awareness to various topics related to diversity, equity and inclusion.	Once or Twice a semester	-Conversation with Dean Brown on 10/12 -SafeZone Training on 11/11 -Other possible topics: genetics of race, grants and initiatives -Discuss ways to increase attendance with Executive Committee
BIO 425: Representation Matters Direct Effort	Course offering focusing exclusively on the work from Black, LatinX, LGBTQ+, and Native American scientists.	Fall 2022	Eve and Jeremy D are faculty of record for Fall 22. Completed Fall 2021, running again in Fall 2022
Posters Showcasing Diversity in Science Direct Effort	Highlight research of scientists from diverse backgrounds and encourage other A&S departments to participate.	February 2023: Black History Month Potential for Fall 2022/Spring 2023: BIO425 posters on display	Have posters from last academic year that will serve as the foundation which we can build upon. Plan for poster presentation as final project in BIO425: Representation Matters in Fall 2023 Erin, Eve, and Nicholas are taking up this effort. Completed 2/2022 (plans to repeat 2/2023)
Recruitment efforts of graduate students	Ensure a diverse pool of graduate applications via outreach at local universities and	Ongoing	

Guidance (GAC) Direct Effort (LSAMP/SACNAS)	HBCUs. Ensure a holistic review of graduate applications (not just relying on GRE, GPA, and reputation of prior institutions).		
BioBonanza to connect with the community Indirect Effort (BGSA and event organizers)	Ensure diverse representation at BioBonanza and advertising to diverse groups in the community.	Spring 2023	Potentially organizing with other natural sciences in A&S Kyra and BGSA are taking up this effort.
Maintain a Repository of Educational Materials Direct Effort	DEI Little Library in Morgan and a collection of scholarly articles on Department wide <i>continued</i> folder and A&S Drive folder	Began Fall 2020	Ongoing (Jess)
Develop DEI page on Biology Department Website Direct Effort	Build pages on bio.as.uky.edu site that describes dept DEI efforts and allows submission of issues for committee review.	Created 4/2022, Ongoing	To include on site: Charge statement and Department Plan; Events Calendar; Reporting System. Jeremy VC is taking up this effort.
Climate Survey Direct Effort Guidance (Executive Committee)	Summarize results from the spring 2022 climate survey. Present results to executive committee, at BGSA, and at faculty meeting. Identify areas for the 2022-2023 Department Plan to address. Develop a concrete Climate Survey to be used in the future.	Spring 2023	Use 2022 climate survey and examples from Christia Brown to improve upon survey for faculty/staff, graduate students, and undergraduate students

<p>Department communication with the DEI committee</p> <p>Direct effort</p>	<p>Develop several avenues of communication. Establish the effective for continued use in the future. DEI updates at faculty meeting.</p>	<p>Fall 2022</p>	<p>Means of communication: DEI office hours, Comments box, DEI email, Updates at faculty meeting and BGSA, Discord, Reporting system on the website, Visit lab meetings or classes</p>
<p>Create a list of and coordinate with authoritative bodies on campus related to diversity, equity, and inclusivity, and clarify the responsibilities, powers, and duties of each.</p> <p>Direct effort</p>	<p>Share a comprehensive list of DEI resources and their organization with the department</p>	<p>Spring 2023</p>	<p>Consult with Dean Brown and Office of Institutional Diversity to compile the list. Share with the department and post on the biology DEI website. Ann</p>
<p>Assess data on biology undergraduate retention, GPA, and achievement gaps</p> <p>Direct effort</p>	<p>Establish this as an annual report to compare over time and to determine the effectiveness of efforts.</p>	<p>Spring 2023</p>	<p>Obtain data from Dean Brown or A&S data. Erin</p>
<p>Nominate trainees for DEI-related awards</p> <p>Direct effort</p>	<p>Collect information on award nominations and deadlines from within the University and in specific fields of study. Share these with the department to encourage nominations.</p>	<p>Ongoing</p>	<p>Folder created in Google Drive, committee members will add awards they find</p>
<p>DEI guidance on preparation and evaluation of FMERs</p>	<p>Share guidance with faculty preparing FMERs, remind FMER committee of citations showing bias in TCEs, use</p>	<p>Fall 2022</p>	<p>Jess and Erin</p>

Guidance (FMER committee)	updated FMER forms that separate DEI efforts so they are easier to evaluate.		
Recruit an undergraduate to serve on the DEI Committee Direct Effort	An undergraduate biology major will be chosen to serve on the committee for 2 semesters.	Fall 2022 Completed Fall 2022	Undergraduates will be invited to complete an interest form in google drive. The DEI committee will evaluate responses to select an undergraduate. Erin
Ensure appropriate mentoring of junior faculty and lecturers. Guidance (Executive committee)	All junior faculty (RTS and lecturers) will be assigned a mentor by the department.	Spring 2023	Guidance is needed on what a mentor's role is. Jess
Lab open house	In the Spring 23, labs will open doors sometime during a 2-3 window. Undergraduates will be invited to move around through labs in THM and MDR3 to see what we do.	Spring 2023	This would hopefully connect students with research labs earlier. Early research experiences have been shown to be important for retention, belonging, identity, etc.