

## 2023-2024 Biology Department DEI Committee Plan

Action Item	Objective	Timeline	Notes
Lunch and Learns	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	<p>-panel of students to discuss experiences</p> <p>-S-STEM/tableau</p> <p>-Race and genetics, part 2</p> <p><b>Erin, Jacquie, Oliver, and Skip are leading this effort</b></p>
BIO 426: Black in Neuro	Course offering focusing exclusively on the work from Black, LatinX, LGBTQ+, and Native American scientists.	Fall 2023	<p>-Poster assignment</p> <p>-Undesign the redline collaboration with Lexington public library</p> <p><b>Eve is leading this effort</b></p>
Posters Showcasing Diversity in Science	Highlight research of scientists from diverse backgrounds and encourage other A&S departments to participate.	<p>September 2023: collect a list of hispanic scholars for September 2024 posters</p> <p>October 2023: email A&amp;S DEI chairs to ask for posters, BIO426 assignment, secure funding for printing</p> <p>January 2024: request permission to hang posters, email A&amp;S to advertise</p> <p>February 2024: Black History Month poster display</p>	<p>Have posters from last academic year that will serve as the foundation which we can build upon.</p> <p><b>Erin and Nicholas are leading this effort</b></p>

Recruitment efforts of graduate students	Ensure a diverse pool of graduate applications via outreach at local universities and HBCUs. Ensure a holistic review of graduate applications (not just relying on GRE, GPA, and reputation of prior institutions).	September 2023: Encourage labs to attend ABRCMS, deadline 9/8, and LSMRCS deadline 9/22 (DEI funds to cover registration for 2 students)  Purchase swag, ally banners, table decorations  Ongoing	<b>Jess and JVC are leading this effort</b>
Maintain a Repository of Educational Materials	DEI Little Library in TH Morgan	Summer 2023: shelf, nook, sign in/out sheet, and labels created (Jacquie)  Fall 2023: add list of books to the website  Spring 2024: book club  Ongoing	<b>Jacquie and Ann leading this effort</b>
Climate Survey	Request help with survey from Christia Brown Present results to executive committee, at BGSA, and at faculty meeting. Identity areas for the 2024-2025	Fall 2023: review results from last climate survey, contact Christia Brown to help run this in spring 2024  Spring 2024: send survey to biology department  Fall 2024: summarize and present results to department	-consider renaming this  -review climate survey examples in the the google drive  -send this to undergrads, grads, faculty, and staff, request an all A&S staff survey  <b>Ann, Erin, and Robyn are leading this effort</b>

<p>Building community and communication in the biology department</p>	<p>Continue to develop avenues of communication. Reflect on what is useful for continuation in the future.</p>	<p>Fall 2023: Monthly afternoon tea</p> <p>Fall 2023: organize a service opportunity open to all in the biology community</p> <p>October 2023: Attend new graduate student course</p> <p>Spring 2024: include an item asking if department communication avenues with DEI committee are effective and adequate on the climate survey</p> <p>Fall 2023: develop a biology guest survey to gather info on the experience of visitors to our department</p> <p>Ongoing</p>	<p>Continue bi-weekly emails of DEI events on campus</p> <p>DEI updates at faculty meeting</p> <p>Comments box</p> <p>Monitor DEI email and comments box</p> <p>On the website, explain how communications with the committee are used more clearly, attend a BGSA meeting, send out to undergrads through BUSA and Bio to explain processes</p> <p><b>Jess, Kyra, Preet, and Robyn are leading this effort</b></p>
<p>Nominate trainees for DEI-related awards</p>	<p>Collect information on award nominations and deadlines from within the University and in specific fields of study. Share these with the department ahead of deadlines to encourage nominations.</p>	<p>Ongoing</p>	<p>Folder created in Google Drive</p> <p><b>JVC and Oliver are leading this effort</b></p>
<p>Lab open house</p>	<p>Lower barriers to research opportunities and show the breadth of research activities in our department</p>	<p>Spring 2024</p>	<p>Work with the UAC and BUSA on this</p> <p><b>Nicholas and Eve are leading this effort</b></p>

Select a DEI speaker for the Ribble Seminar	Invite a speaker to Ribble that can discuss DEI-related topics in science	24-25	<b>All of the DEI Committee will select a speaker</b>
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