

# Department of Earth, Environmental, and Sustainability Sciences

## Diversity Statement

The faculty and staff in the Department of Earth, Environmental, and Sustainability Sciences stand with Black, Indigenous, and People of Color against systemic racism and social injustice. We condemn any form of racism and inequity, including unintentional or unconscious, within the academic and social structure of our department and our institution.

We would like to explicitly and publicly affirm that we are striving to become an anti-racist academic department. To further this resolve, we are actively reviewing and making changes to our curricula and pedagogical practices, as well as the general culture of our department in an effort to be anti-racist, just, equitable, and accessible.

### **TO THIS EFFECT, OUR DEPARTMENT WILL TAKE THE FOLLOWING STEPS IN 2020-2021 ACADEMIC YEAR:**

1. We have formed an inclusion, diversity, equity, and accessibility (IDEA) committee, and during the academic year we will add student and alumni members to this group. This committee will audit the existing environment within EES and develop a longer-term plan to guide our transition to a more equitable, just, and anti-racist community. This committee will be specifically charged with developing an action plan that will inform much of our IDEA agenda for future years.
2. The IDEA committee will hold a meeting with the Bartram Society to brainstorm student-led actions that will receive department support in implementation.
3. Department faculty will include an IDEA module in each of our student pathway retreats throughout the year.
4. The Department will work with the Center for Inclusive Communities to facilitate Din's Dialogue Series Workshop for the Department to create an open forum to discuss topics of discomfort surrounding diversity, inclusion, equity, social justice, and accessibility.
5. We will create accountability structures to keep the EES community informed about internal plans, actions, and progress. This will also enable members of our community to provide feedback on our progress.

### **OUR DEPARTMENT PLANS TO TAKE THE FOLLOWING STEPS IN FUTURE ACADEMIC YEARS:**

1. Implement the action plan created by the 2020-21 IDEA committee.
2. Draft visual materials to display in department spaces that reinforce our commitments, values, and goals.
3. Coordinate curricula across classes in the Department to ensure that themes of equity and justice are woven into our shared work of learning in all department venues.
4. Holistically review our course schedules, meeting times, and formats to ensure our class structures are aligned with our goals and values. Work to update course schedules and formats if they hinder our department commitments to equity and justice.
5. We will schedule inclusive pedagogy training for all EES faculty to facilitate the establishment of more inclusive classroom environments.
6. The Department will establish a committee to coordinate and plan group dialogues, discussion events, invited lectures, CLP's around IDEA topics to engage interested Furman community members.
7. Honestly and candidly listen to our Furman community members, and continue to create and implement plans that address concerns, reflect our shared values, and allow all of our community members to feel welcome, be heard, and develop as leaders in our academic disciplines.
8. Constantly evaluate and refine these efforts. We commit to an inclusive and collaborative process that will include EES faculty and staff, students, and alumni.