

In our first effort to advance diversity, equity, and inclusion within our department, the Entomology and Nematology Diversity, Equity, and Inclusion (DEI) committee distributed a climate survey that was accessible electronically for the month of July. Approximately 120 members of the department, including students, staff, post-docs, and faculty from Gainesville and RECs participated in the survey and provided valuable input that will help direct the DEI committee's efforts to create a more inclusive and equitable workplace. Nearly every survey respondent said they value diversity and believe that diversity improves the academic and social dynamics of our department. Overall, the climate survey results tell us that most people in the department feel welcomed, supported, and included. However, we must recognize and remember that *most* of the people in the department, and in society, are not those who often feel excluded, unwelcomed, or judged. Our data are not balanced. It is our duty as a committee, and the duty of each member of our department, to recognize this imbalance and make efforts to include and support individuals within under-represented groups. The survey results have given us specific direction. We have identified weaknesses, issues, and oversights within the department that can and will be addressed. Encouragingly, there are already changes in motion from the university and department that will address several concerns expressed by many survey respondents. For example, annual anti-racism training will soon be required by UF for all faculty, staff, and students, and we will provide clear and accessible guidelines to all members of the department for reporting instances of discrimination or harassment to HR. The DEI committee also welcomes feedback and input on how to improve the department's climate and will provide a mechanism for doing so anonymously through a suggestion box that will be available on the upcoming DEI webpage, among other resources. Our next steps are to welcome new undergraduate, graduate, and DPM student representatives to the committee and dig deeper into the survey data to identify additional targeted action items. We are encouraged by the level of participation in the survey and the enthusiasm for positive change expressed by individuals in the department. To those who completed the climate survey and have felt unheard in the past, we hear you and are committed to creating a more equitable and inclusive environment.

Respectfully, Adam Dale.