

## **Diversity, Equity and Inclusion Committee newsletter column – July 2020**

The Entomology & Nematology Diversity, Equity and Inclusion committee is on its way to becoming an official committee codified in our departmental bylaws, with the goal of promoting the recruitment, retention and support of people from diverse backgrounds, including women and underrepresented minorities such as, Black, Indigenous, Latinx, and other POC groups, members of the LGBTQIA+ community, the neurodivergent community, and persons with varying degrees of physical able-bodied status. Our members include seven faculty who initially expressed interest a year ago at a faculty meeting, three graduate students, one staff member and one postdoctoral scientist. We bring different perspectives and expertise to a shared goal of increasing diversity in our department and helping to promote a departmental culture that is equitable, inclusive, and supportive of the personal and professional advancement and success for all members. We look to you for additional input into what workshops, trainings, events, and activities we could facilitate to meet our goal. Input can be shared by the Qualtrics departmental climate survey that is open for the whole month of July, via the quarterly announced open meetings of the Diversity, Equity, and Inclusion committee, via an anonymous Qualtrics suggestion box that will be linked to our departmental Resources web page in early August, and by contacting any one of the committee members (Adam Dale, Chelsea Smartt, Christine Miller, Eleanor Phillips, Faith Oi, Ginny Greenway, Heather McAuslane, James Brown, Lindsay Campbell, Oscar Liburd, Purity Muthomi and Suzy Rodriguez). So far we are planning a podcast club, “Making a Minority”, dealing broadly with minoritized groups, implicit bias training, a speaker each semester in the departmental seminar series who will address larger issues of diversity in science, a workshop on how to recruit underrepresented minority undergraduate and graduate students, and a resource page on our departmental website so that you may start or continue your own efforts to understand issues of institutionalized racism and other barriers to full participation of minoritized groups in academia. While the recent events in the media have brought the issue of systemic racism and social injustice to the forefront, our committee plans to work in this sphere for the long-term. We look forward to working together with all members of our department on this important and long overdue effort. Respectfully submitted, Heather McAuslane