**COSAM Accountability Committee- Implementation Plans**

**April 26, 2021**

**In attendance:** Kimberly Mulligan, Akilah Alwan, Julian Oliver, Cheryl Colquhoun, Vince Ortiz, Courtney Leisner, Melissa Halford, Stephanie Shepherd, Valerie Tisdale, Beth Yarbrough, Beth Schwartz, Sara Speetjens, Vanessa Falcao, Brennan van Alderwerelt, Yanzhao Cao, Rebecca Folmar, Corinne Staheli, Chinedu Eleh

During the meeting, each department shared highlights of what they have accomplished towards their IED goals this year:

**Department of Biological Sciences:**

1. OurSTEMStory-The purpose is to educate both current and future scientists, as well as the public on research ethics. The goal is to understand the social implications of science, particularly how modern medicine and society have benefitted from the consensual and nonconsensual contributions of underrepresented groups to STEM. This platform wants to highlight their stories while also acknowledging any unethical missteps taken in the name of advancing research and knowledge (<https://www.ourstemstoryau.com/>). This year DBS hosted 2 events, *Review of Events Leading to DNA Structure Discovery* and *What Can We Learn From the Mengele Twin Experiments During the Holocaust?*.
2. Created a Code of Conduct for the department
3. Hosted several implicit bias learning activities including hosting Dr. Johnna Frierson who spoke about, “Excellence, Innovation, and Inclusion: The Case for and Strategies to Promote Diversity in STEM”
4. In development of a partnership with an MSI in Texas

**Department of Chemistry:**

1. Completed a survey to gauge how faculty, staff, and students’ feelings of inclusiveness
   1. Staff don’t feel included
   2. Graduate students don’t feel as though they are being heard
2. Staff are now being invited to faculty meetings
3. Hosted a movie night at the arboretum where they were able to bring their families; the goal is to host a variety of opportunities that can appeal to different people
4. Graduate students’ representatives are invited to faculty meetings
5. Have had conversations to address increasing the diversity of the faculty
6. Developing a D&I statement for the website

**Department of Geosciences:**

1. Created a pod and participated in Unlearning Racism in GEoscienes (URGE)- a curriculum made up of focused on providing tools and resources to help Geoscientists develop policies that improve accessibility, justice, equity, diversity, and inclusion (AJEDI) in the workplace and community. URGE included individuals from across the US.
2. Created a website that is going live to highlight DEI efforts; also has a Twitter handle
3. Created a Code of Conduct for the department
4. Hosted a colloquium on *Equity, Inclusion, and Diversity* and *Environmental Justice*
5. Hosted a screening and panel discussion of *Picture a Scientist* which focuses on discrimination against women in science
6. Currently developing a bridge program for students traditionally underrepresented in STEM to submit for funding
7. Had a successful Tiger Giving Day project to assist brining diverse students to campus
8. Currently developing a course on Environmental Justice
9. Conducting bystander training for field researchers

**Department of Physics:**

1. Participated in the American Physics Society Inclusion, Equity, and Diversity Alliance (APS IDEA)
2. Removed the GRE requirement for graduate school and has its most diverse incoming cohort

**Department of Mathematics:**

1. Hosted colloquium speaker Aris Winger, Equity and Advocating in the Mathematics Classroom and Departments
2. Hosted a movie night and discussion for their graduate students to watch *Hidden Figures*
3. Currently developing a Post-Bac Bridge Program

**Student Services:**

1. Participated in implicit bias training
2. Hosted a recognition ceremony for students who may not always have an opportunity to be recognized. This included students who:
   1. Were able to move from academic warning status
   2. Made a A in a COSAM class
   3. Are first-gen or transfer students with a 3.0

**Additional Notes and Next Steps:**

1. Beth Schwartz (DBS) and Julian Oliver (OIED) are currently working on a mentoring program between faculty and undergraduate students that they plan to pilot in fall 2021.
2. Kimberly Mulligan will plan to meet with each of the departmental IED committees.
3. We appreciate everyone that has taken the time to participate on the taskforce/committee over the course of the year to help in the development of the strategic plan and to implement initiatives to create a more inclusive environment in COSAM. Anyone who wishes to step away from the committee to allow others from their department to participate can let Kimberly Mulligan know. We will restart our meetings later in the summer with the new members.
4. We will host a celebration in June to thank the members of the taskforce/committee for their work over the past year.