2022 COSAM State of Inclusion Executive Summary

The College of Sciences and Mathematics (COSAM) is committed to supporting inclusion, equity, and diversity (IED) within the college. The COSAM IED Task Force was created in 2020, and the members established a strategic plan consisting of eight goals attached to specific issues which exist in STEM and STEM higher education. This plan was vetted and approved by the COSAM community including faculty, staff, students, and alumni. The following is a summary of the 2022 COSAM State of Inclusion which describes the Task Force's goals and provides some examples of initiatives implemented to achieve those goals.

Goal 1: Utilize an evidence-based, equity-minded lens to create policies and procedures that dismantle structural inequities that adversely impact marginalized communities.

- Implemented an ongoing training series focused on IED for COSAM employees
- Created an equity-focused employee search committee guide
- A statement of inclusion is now included in faculty and postdoctoral position applications

Goal 2: Recruit, retain, and develop a diverse COSAM undergraduate student population.

- Multiple student-led events and organizations with a focus on inclusion have been created
- An undergraduate mentorship program has been created to build professional relationships
- Scholarships were created or increased to support excellent students with financial need

Goal 3: Recruit, retain, and develop a diverse COSAM graduate student population.

- Graduate retention programs were expanded, including social and professional events
- Graduate school application fees are now covered for qualifying applicants
- Multiple grant proposals for diverse applicant recruitment programs have been submitted

Goal 4: Recruit, retain, and develop a diverse COSAM faculty and staff community.

- Events and programs to support postdoctoral fellows' development have been created
- A staff professional development retreat and awards ceremony has been established
- Faculty mentorship programs and events have been put into place
- Dean's Luncheons have been created to orient new faculty members to their role

Goal 5: Foster a more inclusive climate with a greater sense of belonging for all students, faculty and staff.

- Events have been established to foster relationships between current students and alumni
- Two speaker series were created to highlight the diversity of people and careers in STEM
- Alumni engagement surveys were conducted, informing plans for future alumni events

Goal 6: Develop curricula, teaching, and scholarship which increases awareness of how inequitable practices and structural racism are embedded in STEM while advancing practices that support inclusion, equity, and diversity.

- Faculty members attended and produced training workshops with an IED focus
- Faculty collaborated to develop applicable inclusive teaching practices
- Multiple grants have been funded to support inclusive pedagogy in COSAM

Goal 7: Strengthen communication between COSAM administration, faculty, staff, and students to create an environment where everyone feels valued and heard.

- COSAM's mission, vision, IED statement, and strategic plan are available on our website
- COSAM IT has created individual listservs for various groups in COSAM
- Semesterly town halls are held and are open to all COSAM members

Goal 8: Create a culture of accountability.

- The COSAM Transparency Initiative was created, with meeting minutes available online
- Each COSAM department, Student Services and Outreach have created an IED committee
- The COSAM State of Inclusion document was created, and will be continuously updated

Future Goals and Objectives

- Increase transparency in the promotion and tenure process by establishing clear procedures and ensuring all candidates are well-informed about the process and receive equitable preparation and mentorship
- Develop affinity groups for students, faculty, and staff members
- Create a mentorship program for COSAM staff members
- Implement a monthly graduate student support and professional development program
- Develop inclusive safety policies for student field work
- Create an inclusion, equity, and diversity campus resource map

Conclusion

COSAM is committed to the work required to strengthen the inclusion, equity, and diversity efforts of our college. Based upon the collaborative work of individuals and groups throughout COSAM, our college is making meaningful strides toward our goals for inclusion, equity and diversity. However, this work cannot stop here, nor can this work be as effective as it could be if continued effort and innovation is not made a priority. As such, the COSAM State of Inclusion is a living document, and will be frequently updated with new initiatives, goal and objective completion progress, and any other important information as it relates to inclusion, equity, and diversity work within COSAM.

Find the full length 2022 COSAM State of Inclusion here