

## **Equity and Inclusion in the School of Environmental and Forest Sciences (DRAFT)**

Respect for difference and equity is a core value in the School of Environmental and Forest Sciences. We acknowledge and embrace difference (including race, gender, class, sexuality, religion, age, citizenship status, and ability) as we strive to create learning environments, scholarship, mentoring relationships, and working environments that foster inclusivity and belonging in our community. To do so, we strive to promote equity and inclusion by eliminating individual and institutional discrimination.

The School of Environmental and Forest Sciences will:

- Actively recruit a diverse student body, including through nontraditional pathways like transfers, tribal schools and veterans
- Sustain a diverse student body through mentorship, staff support, and student groups at the graduate and undergraduate levels, with a focus on retention
- Recruit, hire and retain a diverse faculty and staff who reflect the populations we serve, by:
  - Following best practices for recruiting, hiring and retaining a diverse workforce (incorporating practices into such activities as job advertisements, interviewing, requiring DEI statements in applications, hiring, onboarding, support, etc).
  - Providing regular training and workshops on equity and working with diverse populations
  - Valuing difference and equity work in our hiring, evaluation, and promotion of faculty and staff
- Support and engage an active Diversity Committee composed of faculty, staff, and students that plans and promotes diversity, equity and inclusion related events
- Foster an inclusive research and teaching environment in our physical buildings, offices, laboratories, and field sites by:
  - Partnering with groups on and off campus that provide support and resources for creating and maintaining inclusive workplaces
  - Creating physical spaces (labs, offices, classrooms, hallways) that simultaneously honor the history of our field and celebrate the contemporary diversity of our students, staff, and faculty
  - Building a culture of transparency for all our operations, including having open Diversity Committee meetings
- Forge productive relationships with difference and equity-focused groups on campus, including [GO-MAP](#), [OMA/D](#), [DDCSP](#), [LSAMP](#), [Q Center](#), [Student Veteran Life](#) and [RSOs](#) that engage with underrepresented populations of students
- Integrating difference and equity-related knowledge and skills into learning experiences inside and outside the classroom. These areas include:
  - Building partnerships with community organizations focused on difference- and equity-related initiatives
  - Public scholarship that foregrounds difference and equity

- Conduct reciprocal, community-engaged research in areas that have a positive impact for diverse populations

We thank the [UW iSchool](#) and the [UW Department of Communication](#) for inspiration for the format of this statement.