

Activities around diversity, inclusion, and equity in SENR have been a mixture of School-wide efforts and those driven by individual faculty and staff, largely at the level of the research group (i.e., grad-student recruitment, outreach, lab discussions and trainings) or class (integration of DEI issues in class materials).



LSAMP 2018

SENR also has access to several College and University resources such as the [OSU Office of Diversity and Inclusion](#), the [Multicultural Center](#), and the [CFAES Office of Diversity, Equity, and Inclusion](#). These and other DEI centers offer support groups, webinars, trainings, and other resources; and support initiatives such as the [CFAES DEI Action Council](#), which includes SENR representation.

Examples of School-wide efforts in the last 5 years include:

1. [SENR-sponsored JEDI Workshop](#)
2. SENR DEI Committee (thru 2020)
3. [Environmental Professional Network Events](#)
4. Invited Seminar Speakers
5. Undergraduate and Graduate Student Recruitment
6. [SENR Diversity Webpage](#)
7. [Louis Stokes Alliance for Minority Participation](#) (2017-2019)
8. [Summer Research Opportunities Program](#) (yearly)
9. [McNair Scholars Program](#) (yearly)
10. [University Graduate Enrichment Fellowships and College \(CFAES\) Diversity Associateships](#) (yearly)

OUR CHALLENGE:
TO EFFECT CULTURAL AND STRUCTURAL CHANGES THAT
CENTER JUSTICE, EQUITY, DIVERSITY, AND INCLUSION
ACROSS ALL LEVELS OF SENR

We have recently appointed a Chief Diversity Officer in SENR at the Associate Director level, who is tasked with integrating, focusing, and elevating DEI efforts within SENR, and serving as a liaison between SENR and CFAES and OSU, such as with the [RAISE Initiative](#).

Our DEI PILLARS will serve to focus our efforts over the next several years:

These pillars - which align with identified needs in SENR - will serve as centerpoints of our collective DEI activities, around which faculty, staff, and students will have opportunities to engage. As part of this alignment, socializing our community members to the roles they can play will be critical.

Reciprocity
with Tribal
Peoples and
Nations

Minority-
serving
Institutions
Partnership
Program

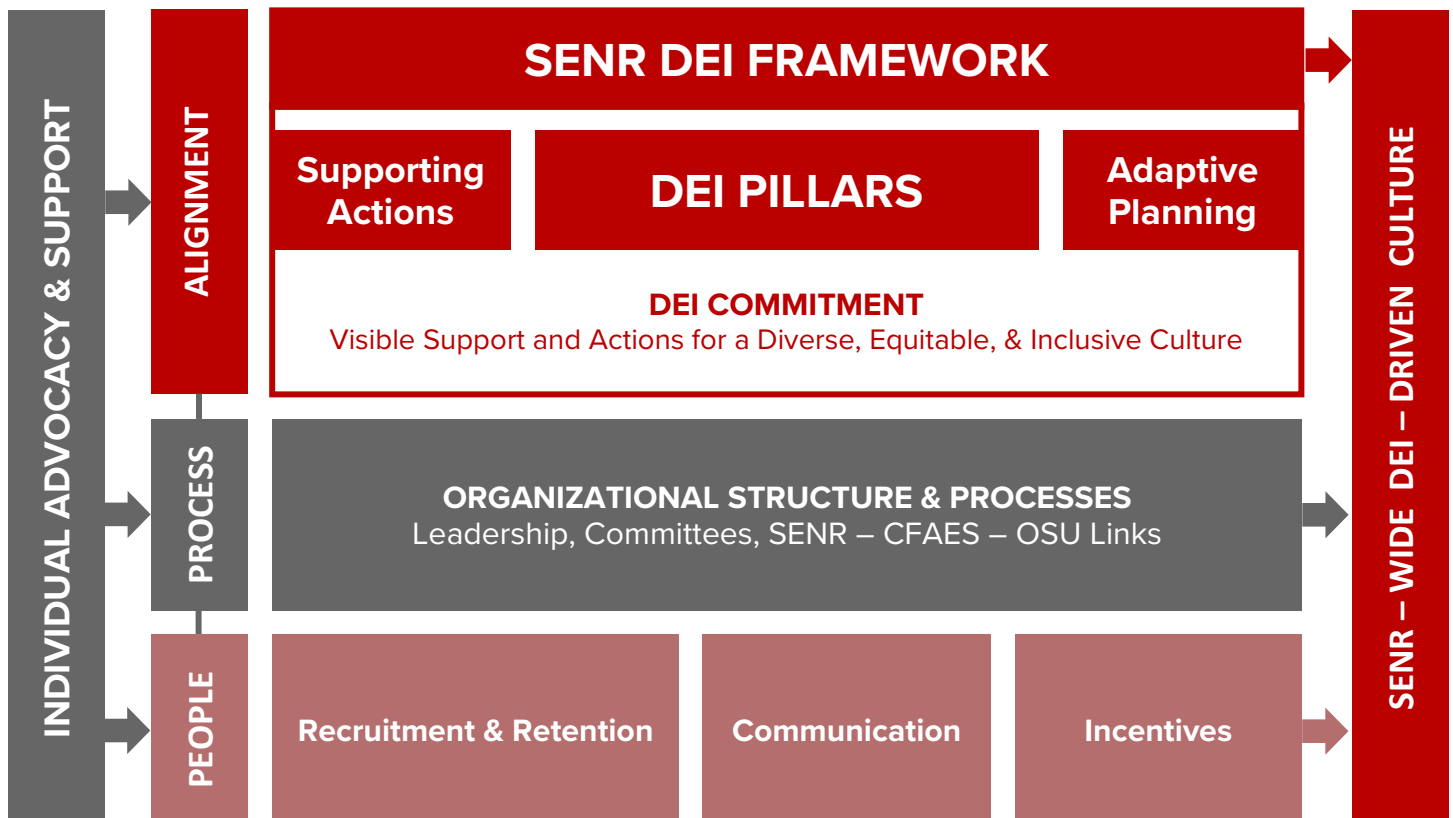
“Diversity in
Natural
Resources”
Curriculum

Engagements
and Trainings
in DEI

Supporting actions include: improving the reach and efficacy of our webpage and social media platforms; integrating DEI priorities into SENR committees; using Teams and other tools to enhance communication, share resources, and build capacity related to DEI; incentivizing faculty and staff DEI work; and exploring external funding opportunities to advance DEI capacity in SENR.

OUR FRAMEWORK

A DEI-driven culture is ongoing, and we recognize that people at all levels of SENR must share responsibility for supporting and living out our strategy and values.



(Figure adapted from [think up](#))