

**Diversity Committee 2021-2022 → Need new members!**

- Yeon-Su Kim (Chair), School of Forestry, Northern Arizona University
- Justin Kunkle, Department of Forestry, Michigan State University
- Adrian Leighton, Division of Natural Resources, Salish Kootenai College
- Linda M. Nagel, Colorado State University

**Activities:**

- NAUFRP Diversity Activities Survey (July 2021 – present)
- Open forum - “Open Forum on Advancing Diversity, Equity and Justice in the Natural Resources Professions” during the NAUFRP General Assembly November 2021
- We requested 2021 FAEIS data and analyzed the demographic composition of students (34 institutions) and faculty (13 institutions) within the field of forestry.

**NAUFRP Database and Diversity Survey Results (Responses from 29\* institutions)**

\*24 institutions responded by Oct. 2021. Since then, we have contacted all non-respondents individually based on the NAUFRP member list. We received 5 new responses and 7 duplicates.

What do forestry faculty/students look like?

\* small sample size, especially for faculty

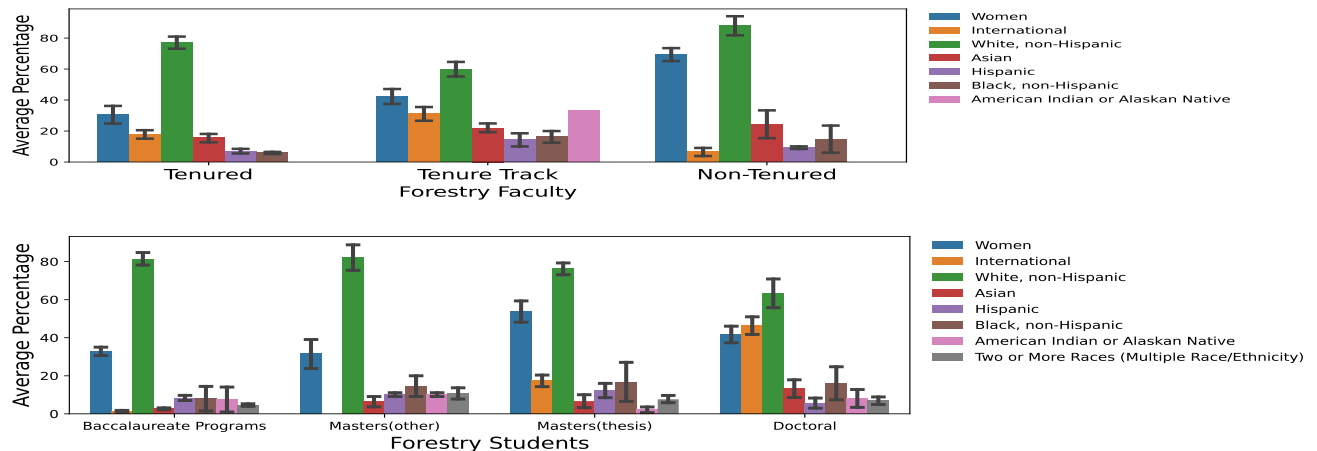


Figure 1. The average percentage of women, international, white, Asian, Hispanic, Black, and American Indian or Alaskan Native individuals from the total number of individuals within each group (tenured, tenure track, and non-tenured and each group of students (Baccalaureate, Masters, Master-Thesis Tract, and Doctoral). Error bars indicate standard error.

To-do: Compare/complement the previous work by Sharik et al. Need to get better data about forestry faculty.

Q for the NAUFRP:

- What do you see about who we are?/ What information do we need?

## **Description/composition of Diversity committees in NAUFRP member institutions.**

The majority of the institutions that responded (24 out of 29) have an active DEIJ committee/group comprised of faculty, staff, and student (either unspecific or graduate) members, mostly supported by the faculty volunteering their times/efforts. About half of the groups are supported by recurring annual budget.

e.g. U Maryland – 25 member Diversity, Equity, Inclusion and Respect (DEIR) Council

## **Some of the best Diversity, Equity, Inclusion, and Justice (DEIJ) practices**

Student: practical and professional job training/creating space for DEIJ/outreach to local high schools and community colleges /student ambassadors /targeted scholarships & support programs/camps for DEIJ students

e.g. Louisiana Tech University: a selection of student ambassadors from underserved groups/targeted annual scholarships.

Faculty & Staff: seminar/webinars/training/Community of Practice/informal & social activities /Mini-grants/grants

e.g. Colorado State University training for “cultural competency” among faculty, staff, and students on topics, such as implicit bias, inclusive pedagogy and teaching practices, DEIJ faculty mentoring, Native Science.

Institution: Increasing DEIJ employment (e.g. specific language in recruitment notices, requiring DEIJ statement)/infusion of DEIJ content in curriculum/revising graduate student recruitment & admission process/partnerships and articulation agreements with community colleges & minority-serving institutions/collaboration with agency partners

e.g. U British Columbia – Administrative assignment on DEIJ, e.g. Associate Dean of Equity, Diversity & Inclusion

U Maryland – Strategic plan on both college and department levels.

U of Washington & Colorado State University: Inclusion of DEIJ question on faculty and staff annual evaluations/promotion. Inclusion of DEIJ in McIntire-Stennis internal grant program for faculty

Ohio State U & U Idaho: Developing DEIJ curriculum/developing reciprocity with Indigenous peoples and nations, Active efforts to indigenize curricula

Michigan Tech U: Developing classes as part of collaboration with a tribal college

U Washington & Purdue University: holistic recruitment/admission process for graduate students to promote greater diversity and remove barriers to application and admission.

**Diversity/inclusion/equity-related strategic plan and resources are collected here:**

[https://drive.google.com/drive/folders/1Zoc9WB\\_2MJwZAUSI\\_ExWfNmCLI8Swxpo?usp=sharing](https://drive.google.com/drive/folders/1Zoc9WB_2MJwZAUSI_ExWfNmCLI8Swxpo?usp=sharing)