



NAUFRP

National Association of University Forest Resources Programs

Creating Knowledge—Developing Leaders

Diversity Committee Report, Oct 2021

Diversity Committee 2021-2022

- 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
- Nancy Mathews, Rubenstein School of Environment and Natural Resources, University of Vermont
- Linda M. Nagel, Forest and Rangeland Stewardship, Colorado State University

Activities:

- NAUFRP Diversity Activities Survey (July 2021 – present)
- Plan for a joint open forum (NAUFRP and NAUFWP) - “Open Forum on Advancing Diversity, Equity and Justice in the Natural Resources Professions”

NAUFRP Diversity Activities Survey preliminary results (Responses from 24 institutions)

- **Description/composition of Diversity groups (DEI/JEDI/IDEA).**

Composition: Faculty & staff with variations of undergraduate/graduate students/alumni representatives; a few have a dedicated “diversity officer/director/Associate Dean” or a separate student group in addition to the committee.

Focus: Increasing minority representation in the forestry workforce/creating diverse/inclusive work and learning spaces/addressing “equity in teaching, student and faculty recruitment and retention, training, and programming to promote underrepresented minority groups”.

Tasks: Leading various events (e.g. IDEA training, book reads, etc)/ Drafting/revising/implementing IDEA strategic plan- vision/goals & objectives/action plans. “*recommending action items*” → “*incorporating JEDI leadership into the School's administrative portfolio*”

- **Specific IDEA practices**

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

Faculty & Staff: seminar & training (e.g. Working across differences, awareness of neurodiversity)/Mini-grants/

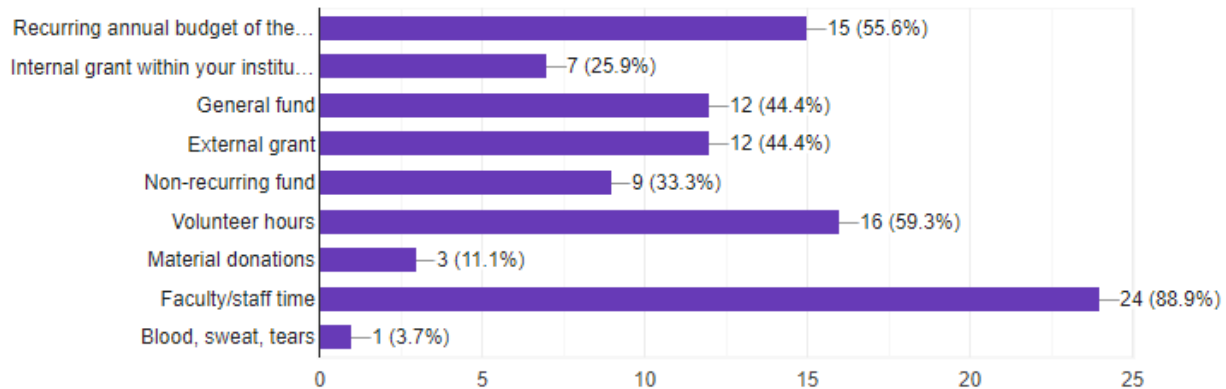
Institution: Increasing JEDI employment (e.g. specific language in recruitment notices)/infusion of IDEA content in curriculum/ overhauling graduate student admissions process/articulation agreements with community colleges & minority-serving institutions/collaboration with agency partners

- **Examples IDEA initiatives and efforts**

Many practical examples – * need to follow up to create a list of ‘Best Practices’ of trainings/inclusive pedagogy /book reads/partnerships/scholarships/K-12 outreach/

Notable practices, e.g. DEI question on faculty and staff annual evaluations; from Mission statement to Mission Question ""How can RSENR unleash empathy, passion, innovation, and creativity to heal and radically change human-environment systems in a just, equitable, and ecological direction?"

- **How are the initiatives and efforts that you described above funded? Check all that apply.**



- **Diversity/inclusion/equity-related strategic plan and resources are collected here:**
https://drive.google.com/drive/folders/1Zoc9WB_2MJwZAUSI_ExWfNmCLI8Swxpo?usp=sharing
- **What would you like to see the NAUFRP diversity committee do in the coming year?**

Share best practices/success stories:

- ⇒ Identify ways that academic institutions reward faculty and program accomplishments toward DEI that are meaningful and comparable to accomplishments in research etc.
- ⇒ Develop strategies for reducing or removing barriers to employment for minorities in forestry/to fund campus work experiences, including undergraduate research experience, for minority forestry students/Address implicit biases, micro-aggressions, intervention and provide safe spaces for all.
- ⇒ Sponsor national networking opportunities for underrepresented individuals in our academic realm as well as the professional realm.
- ⇒ Develop a database of successful programs/ Offer suggestions and collaborative opportunities

Develop IDEA vision for NAUFRP.: working across institutional boundaries to make progress and more effectively together with our key partners, ie, SAF, USFS, NPS, state agencies

Specific follow-through actions that lead to cultural and institutional change (e.g., mentorship programs, leadership opportunities, and networking assistance for underrepresented individuals).