

## **Inclusion, Diversity, Equity and Accessibly Committee**

### 2020 Charter

**Overview and Purpose:** DRI's mission is to excel in basic and applied research and the application of technologies to improve people's lives in Nevada and throughout the world. Diversity, inclusion, equity, and accessibility are critical components within the fabric of the institute to excel in basic and applied research, solve complex environmental issues, and advance DRI's mission. However, data show the earth sciences are among the least diverse science, technology, engineering and mathematics (STEM) fields in the United States and racial diversity in PhD-level earth scientists has not improved over the past four decades.<sup>1</sup> The purpose of the Inclusion, Diversity, Equity, and Accessibility (IDEA) committee is to help build a more diverse, inclusive, equitable, and accessible environment for all institute community members.

**Scope:** This committee is targeted towards promoting the advancement and improvement of Inclusion, Diversity, Equity, and Accessibly at DRI as pertain to both internal and external-facing functions. The Committee will seek broad representation across the institute. For clarity, this group is not an advocacy group and will not engage in discussions on national, state, or local politics, political figures, or political movements. This group does not handle personnel issues; these must be directed to Human Resources. For topics that are actionable within HR, the Diversity Officer will be the conduit between the committee and that department.

#### **Objectives:**

- Promote the advancement and improvement of IDEA at DRI, including recommendations on evidence-based best practices for the advancement of IDEA.
- Inform DRI policy related to IDEA.
- Identify shortcomings within DRI culture and provide education, raise awareness, and recommend actionable solutions to address those shortcomings.
- Create mechanisms that alleviate the burden of on underrepresented groups to advocate for IDEA issues (e.g., the 'cultural taxation' imposed on those from under-represented groups<sup>2</sup>).
- Identify barriers for IDEA and recommend breakthrough points.
- Support the DRI Diversity Officer by channeling ideas, providing an additional outreach mechanism to identify areas of concern and employee input on IDEA recommendations, broadly engaging faculty in professional development/training initiatives, and reviewing/providing input into the Diversity Office Strategic Plan.

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<sup>1</sup> Dutt, K. 2020. Race and racism in the geosciences, *Nature Geoscience*.

<sup>2</sup> Gewin, V. 2020. How diversity efforts burden those who try to help, *Nature*, doi: 10.1038/d41586-020-01920-6

## **Roles:**

### *IDEA Committee*

In partnership with the Diversity Officer and Human Resources, provides big picture ideas for programs and culture shift, acts as sounding board and voice of the institution to help guide decisions.

### *Human Resources*

Assists with and addresses specific concerns or instances, complaint filings, investigations, personnel conflicts, strategic oversight, and acts liaison with senior leadership.

### *Diversity Officer*

Provides oversight of all diversity initiatives, programs, implementation, and monitoring.

## **Year 1 Tasks/Deliverables:**

- Settle on Year 1 goals by committee, some potential starting places:
  - Identify areas of IDEA shortcomings within our culture by gathering input from the DRI community. This could involve connection to the Long-Term Impacts of COVID on DRI employees.
  - Assess barriers that limit IDEA at DRI.
- Report to Senior Leadership and Faculty Senate the goals for Year 1 and findings.

**Committee Structure and Membership:** The committee will consist of a small (8 member) team of representatives from across the DRI community and must include membership from both the north and south campuses. We encourage membership to those who have an understanding and/or experience with IDEA issues with the understanding that ‘cultural taxation’ exists and this group is not trying to put a greater workload on people who are underrepresented. Membership is on a volunteer basis and the term will be for one year (July 1 to June 30), with the option to continue.

The following committee representation is proposed:

- TAC (1)
- Faculty (2) designated by faculty senate (preferably with a diversity of experience, e.g., early/late career, scientist/professor track, NNSC/SNSC)
- Administration (2) (1 from Communications Office, 1 other)
- Graduate student (1)
- Postdoc (1)
- Diversity Officer (1)

The committee will elect a committee chair and secretary during the first meeting of each committee year. The chair will be responsible for providing updates to Faculty Senate and Senior Leadership on a regular basis (likely quarterly). The secretary will be responsible for documenting the meeting and sharing the minutes with the committee for review.

**Timeline:**

- *July 2020*: presentation of the Charter to Senior Leadership and determine resourcing of the Committee. Announcement of the IDEA Committee to DRI personnel, self-nomination, and selection of committee members.
- *August 2020*: First meeting of the IDEA committee: agree upon goals/tasks for year 1 and approach for addressing those goals/tasks.
- *June 2021*: Report to senior leadership and faculty senate on year 1 efforts, lessons learned, and steps moving forward.