

## Report of the CAES Committee on Diversity, Equity and Inclusion (DEI)

April 1, 2022

College of Agricultural and Environmental Sciences faculty, staff and students strongly endorse that diversity, equity and inclusion are critical to fulfilling our tripartite land-grant mission including research, education and Extension programs for a more prosperous Georgia. Further, the College affirms the intrinsic value of curating a diverse workforce and stakeholder groups that uphold our core family values including integrity, honesty and respect. We welcome and encourage participation in all mission areas without regard to race, color, religion, sex, national origin, ethnicity, age, genetic information, disability, gender identity, sexual orientation or protected veteran status. The College strives to create a culture of excellence base on mentorship, encouragement, tolerance and mutual respect while rejecting prejudice and stereotyping.

Our ability to foster a healthy and prosperous Georgia is dependent on recruitment, retention, and promotion of a diverse and talented workforce. The College will actively promote diversity, equity and inclusion in all aspects of business. To align with the UGA Diversity and Inclusive Excellence Plan, CAES will institute the following actions:

### College-Wide Goals

**Goal 1:** Survey all college employees, students and targeted stakeholders every third year to measure changes in attitudes, demographics, and sense of community using an instrument developed, administered and analyzed with the CAES Office of Diversity Affairs.

KPI: Surveys for internal and external audiences are developed (or adopted) and administered

**Goal 2:** Collect and retain demographic information including education level, gender, race, ethnicity or national origin, age, disability and veteran status for job applicants as well as new and existing employees.

KPI: Summaries comparing current employees with Georgia demographics from the most recent census will be reported annually to the Dean

### Faculty Goals:

**Goal 1 (RECOGNIZE):** Increase DEI awareness among faculty.

KPI: All faculty will participate in annual DEI awareness training via new faculty orientation followed by a PEP module, interactive webinar or face to face short course every two years

KPI: Administration will implement strategies that encourage workplace flexibility and healthy work-life balance

KPI: Faculty will be informed of college-wide DEI efforts and metrics to gauge progress and highlight successes

**Goal 2 (RECRUIT):** Recruit diverse candidate pools and hire a competent workforce that represents the nationwide diversity reported in the most recent census.

KPI: Require a diversity, equity and inclusion vision statement as part of every faculty application packet

KPI: Faculty search committees will be provided administrative support to attract a diverse candidate pool and a summary of recruitment pool demographics for each position

KPI: Administration will appoint diverse faculty search committees

KPI: Hire qualified women and minority faculty to achieve diversity representative of the general population

**Goal 3 (RETAIN):** Make retention of women and minority faculty through full promotion and tenure a priority.

KPI: Administration will designate a diverse peer faculty mentoring committee to guide and advise faculty through promotion from assistant to associate and associate to full professor

#### **Staff Goals:**

**Goal 1:** Recruit diverse candidate pools and hire a competent workforce that represents the diversity within the appropriate geographic region based on statistics reported in the most recent census.

KPI: Connect UGAJOBS coordinators with the Office of Institutional Diversity and the CAES Office of Diversity Affairs to learn best practices in advertising and recruitment

KPI: Provide search committees with a summary of applicant demographics for each position

**Goal 2:** Facilitate a work environment that allows for employees to be aware of unconscious bias in the workplace; require staff members who have been with the college more than two years complete DEI training via a PEP module, interactive webinar or face to face short course.

KPI: Report the proportion of employees that have successfully completed their training to the Dean

**Goal 3:** Identify and constitute mentoring committees for each new staff member to promote mastery of core job competencies and provide an early peer support network

KPI: Report the proportion of first year employees that met with their mentoring committee at least quarterly

**Goal 4:** Identify and disseminate resources for supervisors to create awareness and support for managing diverse staff.

KPI: Establish prioritized topics annually and disseminate through Dept. Heads

**Goal 5:** Insure that there are no pay disparities between genders or across minority groups within the same BCAT classification

KPI: Task college HR with reporting average salaries by BCAT, broken down by gender and race, and accompanied by years of experience

**Goal 6:** Promote outstanding staff into leadership positions by including talent awareness and development in supervisor training.

KPI: Track and report the number of employees that move from a larger BCAT code to a smaller BCAT annually

### **Students:**

**Goal 1:** Increase diversity in the applicant pool with respect to state geography with a focus on underserved areas such as rural part of the state

KPIs:

- Number of outreach presentations directed at HS students (teaching and extension faculty/staff collaboration; can be incorporated into 4-H activities) tracked using Georgia Counts or Elements
- Number of contact hours with prospective students in underserved, rural high schools (teaching and/or extension personnel) tracked using Georgia Counts or Elements

**Goal 2:** Increase promotion, awareness and participation in emerging scholars, rural scholars, young scholars, grants other scholarship programs.

KPIs:

- Encourage departments to increase the number of contact hours with prospective student participants
- Number of scholars (per program or overall) recruited to participate in the programs
- Total number of faculty participants in all programs (should be overall as some programs may be limited in scope)

**Goal 3:** Increase awareness with 4-H and Extension outreach to recruit undergraduate students with a focus on racial/ethnic minorities, first-generation college students, students with disabilities, and students from lower socio-economic households.

KPIs:

- Number of college-bound high school student participants in 4-H activities
- Number of 4-H/Extension presentations designed for college-bound students
- Total number of faculty/staff participants in college recruitment activities undertaken through 4-H/Extension
- Number of Experiential learning courses offered that are designed to increase university's visibility to extension clientele

**Goal 4:** Increase need-based scholarships for undergraduates and graduates. The college will identify groups interested in sponsoring these scholarships/students.

KPIs:

- College provides funds for internships/assistantships with the requirement that it will support students in need and minority/diverse students
- Increase number of scholarships based on need
- Students spend time working/interning with company/entity that supports funding or provides salary dollars
- Identify key faculty to collaborate on National Needs proposals to bring in funding for student support
- Increase student support funding for study abroad programs

**Goal 5:** Create and foster faculty-student mentoring opportunities that encourage undergraduate and graduate students to degree completion with an emphasis on minorities and first-generation college students.

KPIs:

- Number of faculty members participating in mentoring programs (university level or otherwise)
- Number of minority students mentored by faculty members through undergraduate academic advising
- Number of graduate minority students mentored and supervised
- Number of academic outputs (journal articles, publications, presentations, and grants) produced with minority student advisees
- Total amount of grants obtained to be made available to minority students

### **Extension and Outreach:**

**Goal 1:** Communicate and promote DEI activities and initiatives happening inside the college to our stakeholders.

KPI: Increase social media content as tracked through analytics on Google, social media, and other media platforms

**Goal 2:** Increase access to all CAES web content and publications by incorporating Google translate to the college webpages.

KPI: Update and make future CAES web content available through HTML; utilize analytics from Google to prioritize translation efforts

**Goal 3:** Increase breadth and quality of collaborative Extension efforts with Fort Valley State University, other HBCUs, and other institutions that host students with subject overlap.

KPI: Identify the needs of FVSU, HBCUs, and other institutions for collaboration with UGA to determine how UGA can best support their needs, Extension efforts, and stakeholders through direct engagement

KPI: At least 1 co-sponsored event, training, or program (co-trainings, co-sponsored event/program, collaborative grant-funded projects, or on-site faculty visits)

**Goal 4:** Encourage broader engagement and promotion of educational opportunities to all participants in our programming efforts.

KPI: Increase in new/diverse promotion of educational opportunities tracked through analytics in Georgia Counts, impact statements, Google, social media, and other media platforms

**Goal 5:** Focus Extension and outreach efforts on urban and suburban youth through the exposure, development, adaptation, and promotion of STEM and STEAM educational programs and opportunities available through CAES.

KPI: Increased engagement with urban and suburban youth as tracked through GA Counts or Elements

**Goal 6:** Include unit criteria DEI objectives and service in the promotion process for public service and outreach, academic professional, and tenure track faculty.

KPI: Include an expectation of diverse Extension and outreach in appointment and promotion guidelines