

Past and current EDI activities in the Department of Earth and Planetary Sciences

Updated 3/4/2024

The following is a partial list of actions initiated or supported by the EDI Committee in recent years. The intent is to track progress, catalog successes and shortcomings, and provide a reference document that can be checked to ensure that established activities remain current and are regularly reviewed.

Implemented Initiatives

- EPS students and faculty released statement and action plan opposing anti-Black racism, July 2020.
- The GRE was removed from graduate admissions consideration in Autumn 2020.
- The Department committed to cover the matriculation fees of incoming graduate students, beginning in 2020.
- The EDI committee organized an Unlearning Racism in GEoscience (URGE) pod and completed the URGE activity curriculum in 2020-2022.
- EDI committee members participated in the organizing committee for the American Geophysical Union's *The Second National Conference: Justice in Geoscience*, held in Washington DC in 2022.
- The Department clearly posted its policy to waive application fees on request. This was not a new policy, but it has been mainstreamed and included prominently on the department's admissions website.
- The Department established communication channels with the Office of the Assistant Dan for Diversity and Inclusion to ensure that incoming underrepresented minority (URM) graduate students re connected with the resources of that office.
- The Department, via requests submitted by the EDI committee, offers financial support for student and faculty attendance at EDI and URM-focused conferences.
- A Department Code of Conduct was developed through a collaborative process and has been posted to the Department's website.
- The first Department Seminar of each semester, in the Bromery Lecture Series, is devoted to a department-wide discussion of an EDI issue (begun in 2023; ongoing).
- A semester-long course was created for incoming graduate students that enables successful transition to graduate school, with a focus on issues specific to URM students.
- Members of the EDI committee guided a departmental process to write our own Land Acknowledgement statement and learning plan. The Acknowledgement is now posted on the Department's website.
- Bystander Intervention Trainings have been offered and will continue to be scheduled upon request.
- The contributions of the Department's historically important URM and female graduates, including Randolph Bromery and Florence Bascom, is now regularly highlighted in the first Bromery Lecture of each semester and in materials displayed in the department.

- The EDI committee supports celebrations of culturally diverse events. These have included Nowruz and Lunar New Year.
- “Postdoc lunches” to welcome new arrivals have been instituted, to ensure that newly arrived researchers are welcomed to the Department community and receive information on available resources.
- The Department’s EDI website was created (2020) and the EDI Committee now supports regular updates to site content.