Our goal is to create a welcoming Geosciences community by improving inclusion and diversity in the Geosciences Department and our discipline.

<table>
<thead>
<tr>
<th>OBJECTIVE</th>
<th>METHOD/STRATEGY</th>
<th>ANTICIPATED RESULTS</th>
</tr>
</thead>
</table>
| Track and evaluate progress and address issues in Geosciences Department | ● Yearly demographics and climate survey  
● Rotating DEI working group membership | ● Baseline data for prioritizing action and monitoring effectiveness of DEI efforts |
| Continue to develop, update, and refine anti-racist policies | ● Participation in URGE (Unlearning Racism in Geosciences) Program  
● Collaboration with USU Diversity and Inclusion Task Force, other USU DEI organizations | ● Departmental Code of Conduct, updated field safety plans, laboratory SOPs, advisor-student agreements |
| Expand pathways of communication regarding DEI concerns; advertise resources and training opportunities | ● DEI web platform associated with Geosciences Department webpage | ● Demographics and climate surveys demonstrate increased diversity, satisfaction with DEI efforts |
| Increased visibility, recognition, and support for researchers of minoritized groups | ● Invite and compensate visiting faculty speakers from minoritized groups | ● Greater guest speaker diversity, more inclusive department community |
| Create new opportunities for undergraduate students of minoritized groups | ● Development of JEDI grants and scholarships  
● Reduce barriers for application and matriculation | ● Undergraduate student population matches or exceeds demographics of region and state |
| Attract and retain students, staff, and faculty of minoritized groups | ● Training for faculty, staff, and grad students (ex: Bias, Anti-Racism, etc.)  
● Additional funding for faculty and staff recruitment  
● Incude perspective of inclusion and diversity in hiring process | ● Faculty, staff, and graduate student demographics match applicant demographics. |