

DEI Leadership: Awareness, Active Engagement, and Advocacy

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Enhance department climate and culture to be inclusive

- Provide educational and training opportunities on DEI to bring about awareness, active engagement, and advocacy
- Train individuals to view policy, procedure, and practices with a DEI lens
- Create procedures and policy that support DEI
- Implement culturally relevant pedagogical practices in the classroom

Inclusive Leadership

- Create a Strategic vision with commitment to DEI
- Develop and promote programs that mentor and prepare diverse faculty for success
- Disseminate and share practices of DEI across the CS and OSU
- Support the development of programs and grant funding opportunities to promote and create DEI environments and culture
- Record evaluations and statistics of commitment to DEI

Recruitment and retention of diverse faculty, staff, and students

- Conduct and encourage targeted hires and recruitment of diverse faculty, staff, and students
- Create a culturally responsive mentoring program to support the professional development of diverse faculty, staff, and students
- Provide professional development opportunities
- Provide scholarship and pathway programs for recruitment

Goals, Success, and Evaluation

- Set quarterly goals towards DEI that align with OSU SP4.0
- Assess successes and challenges that affect DEI goals
- Make recommendations for improvement
- Disseminate findings
- Align resources to support programs and initiatives that support and have successful track record

Celebrate and Recognize Indivisible DEI Work

- Awards for faculty that incorporate culturally relevant pedagogical practices and DEI in research, scholarship, teaching, community engagement, and entrepreneurship
- Seed funding faculty that wish to advance work in DEI that is scalable and sustainable
- Incorporate successes in DEI the promotion and tenure process

