

## **Department of Earth and Atmospheric Sciences Diversity and Inclusion Action Plan**

The Department of Earth and Atmospheric Science faculty met in June, 2020 to develop a plan to combat racism and other forms of prejudice in our department culture. Our faculty have a deep commitment to promoting diversity and inclusion within our department, student body, and respective fields. We believe increased diversity in our department benefits everyone and creates a richer environment for learning and growth for all.

To promote these ideals in our department culture, it our plan to implement the following:

1. We will add a section on Diversity and Inclusion to all introductory-level professional development classes for all majors within the department (MET 160, ENS 211, and GEL 277), where we will stress the benefits of increased diversity and how to be an effective ally. In these sections, we will also require all students to complete the CMU Diversity, Equity, and Inclusion for Students training.
2. In every MET, ENS, and GEL syllabus we will add a section that explicitly states the expectation that students will act respectfully to each other, with specific language about anti-racism. We will include how students can register their complaints with the university should an issue arise.
3. Faculty will work with our Registered Student Organizations (SCAMS, AIPG, and CFES) to ensure that they promote an inclusive environment. Faculty will assist the organization members in improving their knowledge of diversity and inclusion through securing resources available on campus and externally, including within their wider professional communities.
4. Faculty will complete or refresh their CMU diversity training, include Safe Zone training, to develop knowledge of the resources available to help students in the future.
5. Within Meteorology, we will continue to host the Women and Minorities in Atmospheric Sciences discussion group to promote an atmosphere of understanding among the meteorology majors. This group serves as an opportunity for women and minorities to share their experiences with faculty and other students in the program.

The faculty recognize that taking these actions will not completely eliminate prejudice, but it is our hope that these activities will make it clearer to everyone in our department that racism and other forms of prejudice are unacceptable. It is also our goal to give students and staff concrete actions to take when encountering situations of racial or otherwise motivated prejudice.