

Addendum: Diversity, Equity, and Inclusion Goals
Department of Fisheries and Wildlife
Michigan State University

Goal 1.1. Practices are in place to enhance diversity in our department and diversify the communities we serve.

1.1.1. Ensure that FW reflects diverse communities by increasing racial, ethnic, gender, and other forms of identity diversity in FW. Practices to ensure success include intentional recruiting efforts, as well as support, retention, and career advancement opportunities for all. This effort must correct ongoing racial disparities in our department and in the broader natural resource academic community.

1.1.2. Increase stakeholder outreach to diverse communities and expand partnerships with organizations committed to working with diverse populations.

Goal 1.2. Departmental culture and environment actively support equity and inclusion.

1.2.1. Implement effective, accessible, and equitable practices for addressing behaviors that undermine equity and inclusion in the department (implemented anonymously, if necessary).

1.2.2. Use inclusive approaches and content that reflect diverse resource user experiences in course offerings, research, and outreach activities.

1.2.3. Foster a more supportive and collaborative departmental culture, including constructive use of power and influence, as well as feedback mechanisms to recognize positive change and to support efforts that identify and address negative interactions or behaviors.

1.2.4. Develop understanding of current levels and types of diversity in FW, related fields, and academia more broadly, as well as an appreciation for the benefits of enhancing diversity in these fields, in the people and communities they serve, and among scientists and practitioners.

1.2.5. Employ mentoring practices that support department members across all roles.

Goal 1.3. Increase assessment and levels of diversity, equity, and inclusion in the department.

1.3.1. Implement ongoing tracking of all possible types of diversity across all roles in the department, with particular attention to the ongoing impacts of systemic injustices and biases on the composition of our community.

1.3.2. Implement measures for diversity, equity, and inclusion.

1.3.3. Identify and celebrate DEI successes on individual and department levels.

1.3.4. Determine access to, and quality of, educational and professional opportunities for all.

1.3.5. Implement ongoing assessment of department climate and culture.

Goal 1.4. Include faculty, staff, postdoctoral scholar, and student voices in department governance.

1.4.1. Foster inclusive committees that ensure all views are considered in Departmental governance.

1.4.2. Ensure transparency about department decision-making and implications of such decisions for individuals within and beyond the department.

1.4.3. Increase awareness of FW, CANR, and MSU trends in policy, practice, and performance metrics (enrollment, publications, grants, budget) and be part of the conversation about how to infuse these with our DEI values.