

Goal: Create and sustain a welcoming, supportive, and inclusive departmental climate in EEB.				
Objectives	Strategy / Tactics	Responsible Party	Benchmarks	Status/Success Metrics
Develop an inclusive environment that is comfortable for all department members. This will also help with retention.	Develop an ad hoc Diversity Committee of staff, graduate students, post docs, lecturers, faculty, and undergraduate students that meets at least twice per semester to coordinate and facilitate development towards diversity goals	Department Head	Creation of committee by end of Spring 2018	
	Conversion of ad hoc Diversity Committee to permanent committee established by department bylaws	Core faculty	Amendment to bylaws in Spring 2018	
	Development of diversity statement	Core faculty	Approval of statement, placement on dept. website	Draft statement distributed to faculty for review
	Assessment of progress towards making diversity through an annual sentiment survey to all dept. members (undergrad and grad students, staff, lecturers, postdocs, faculty)	Diversity Committee	Annual survey. Results communicated to entire department, with emphasis on items requiring changes	
	Recording, to the extent possible by HR policies, diversity measures for staff, faculty, undergrad and grad students, and postdocs	Diversity advocate on each major committee for undergrads and grads; head for postdocs, faculty, and staff		
	Make members aware of ways to report issues ( <a href="http://bias.utk.edu/">http://bias.utk.edu/</a> )	Diversity Committee	Addition of bias reporting information to dept web page, grad handbook, faculty handbook	
	Exit interviews with faculty, graduate students, and postdocs upon leaving the department	For faculty, Dept. Head. For others, a representative of the diversity committee		
	EEB Women in Science group; encourage participation in University (e.g. Pipeline: STEM Women in Science) and national-level groups (e.g. SACNAS)	Faculty maintainers		Active group for two years

	Relevant seminars (Haines-Morris, etc.)	Faculty	A seminar series every few years focusing on the science done by members of an underrepresented group	Haines-Morris on women in science in phylogenetics (2009-2010), women in science in climate change (2016-2017)
	Department seminars	Seminar committee	Strive for a set of speakers that reflects the diversity in the wider community.	
Develop physical space that demonstrates a commitment to diversity	Promoting universal access, especially in new construction and renovations	Department Head		
	Lactation room for new mothers	Department Head	Creation of room by Fall 2018	
Work to recruit diverse undergraduates, graduate students, postdocs, and faculty	STRIDE training for ALL members of search committees	Department Head		Five of last seven faculty hires are women.
	STRIDE training for all core faculty, retrained at least every five years	Department Head	Three years for full compliance	
	STRIDE training for ALL members of graduate admissions committee	Head of grad admissions committee		
	Identification and amelioration of barriers to recruiting diverse students	Graduate admissions committee; diversity committee	Annual report of changes and their rationale to faculty	Formalization of GRE requirement waiver, which was an issue for some international applicants
	Energetic usage of College and University programs targeted at recruiting diverse faculty (future faculty program, diversity hiring program, etc.)	Core faculty	Regularly advance proposals to college for Target of Opportunity Hires; nominations to Future Faculty Program	2016-17 faculty offer using the College's Target of Opportunity Program was accepted; Future Faculty nominee from EEB attended 2016 event (found it very useful and interesting)
	Promotion and participation in special opportunities (PEER program, J. Wallace & Katie Dean Graduate Fellowships, Lori Mayer Women's Graduate Fellowship, Access and Diversity Graduate Fellowship etc. - Faculty mentors, discourse participants)	Graduate admissions committee		Three EEB faculty are PEER mentors and/or program participants (Kalisz, Schweitzer, Simberloff)