

Mission statement of the UCSB Earth Science Department Justice, Equity, Diversity, and Inclusion (JEDI) Committee

The goal of the Faculty JEDI Committee is to assess the impacts of our department's plans, practices, and policies on Justice, Equity, Diversity, and Inclusion, and work collaboratively across the department (students, staff, and faculty) to develop proposals, make recommendations, and launch initiatives to address these issues.

By *Justice* we mean that beyond seeking fairness and equality for all, we strive to redress systemic impediments to academic and professional success. By *Equity*, we mean present and future actions that result in equal opportunity for success. By *Diversity*, we mean a community that respects and represents the full range of human differences seen in society as a whole. By *Inclusion*, we mean building a community where all members can thrive and achieve their full potential.

We recognize the pernicious effect of hostile workplaces and learning environments. Systemic discrimination faced by marginalized groups today has deep historical roots. Its persistence results from deeply ingrained structures that perpetuate unequal power that impacts equity today. Our field and our department share responsibility for this inequity. Relative to the demography of southern California and the UCSB student population, our Department has underperformed in recruiting students and faculty of color, as well as female faculty. Research shows that such imbalances are endemic to Earth science departments and institutions in the United States and beyond, indicating the existence of structural barriers.

The JEDI committee is tasked to work collaboratively with the faculty to enact meaningful, targeted corrective measures: i) to work against all forms of inequity through mutually reinforcing initiatives that address racial, gender, and other types of discrimination, while recognizing that these problems are simultaneously unique and intersecting; ii) to create a welcoming and inclusive working environment for all students, faculty, and staff, iii) to improve our recruitment and retention of underrepresented minority students and faculty, and vi) to advance UCSB's Principles of Community. This committee will regularly reevaluate its initiatives and priorities to ensure the department is centering its efforts on the most vulnerable groups within our department and field.

The JEDI committee's role is to advocate for and advance the adoption of policies that create equitable outcomes (see Figure 1). Such policies actively promote fairness by accounting for different individuals' or groups' needs, in service of equal opportunity. Equity-aware policies are constructed to be cognizant of historic and systemic unfairness, and work actively to mitigate entrenched inequities that result. Equitable policies operate at the level of the group, rather than the individual.

The JEDI committee will work with the entire faculty to foster conversation and communicate the latest research and best practices for creating a safe, inclusive, and equitable academic environment. This process will use personal testimonies and evidence-based literature on how racism, sexism, and other forms of discrimination impact academia, and will include active listening to our students, staff, and faculty as a whole. Denial, silence, and defensiveness thwart this committee's objectives.

The JEDI committee's advisory purview includes, but is not limited to: i) equity in graduate admissions; ii) recruitment and retention of underrepresented students at the undergraduate and graduate levels; iii) equity in faculty hiring; iv) promoting a caring and respectful department climate; and v) securing resources to support faculty members in establishing inclusive curricula and classroom communities, as well as supportive student mentoring. Accordingly, at least one member of the JEDI committee should serve on the Graduate Committee, the Undergraduate Committee, the Executive Committee, and Search Committees. The Earth Science department chair will sit, *ex officio*, on the JEDI Committee.

The JEDI Committee, in consultation with the Awards Committee, will select the recipients of awards supported by the Peggy Wormington Fund. The JEDI Committee is also charged with establishing the methods through which winners of these awards are selected. Similarly, this committee is charged with overseeing new funds earmarked for JEDI issues.

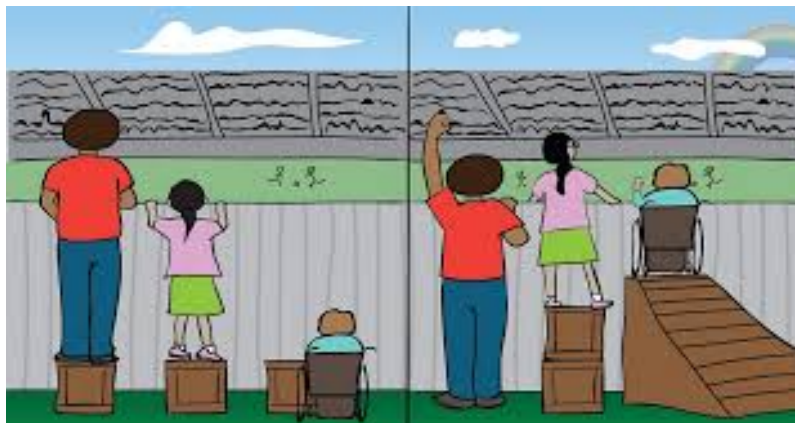


Figure 1. Equality vs. Equity. Source: <https://www.equitytool.org/>