

DEI-AB Professional Development Plan for the R.B. Annis Water Resources Institute

2024 – 2025 Academic Year

1. DEI-AB Goals

To provide faculty, staff and students with information and resources regarding DEIAB practices that will foster greater social acknowledgment of DEI-AB within and among AWRI personnel and provide an inclusive environment that allows everyone to feel a strong sense of belonging and allows them to reach their potential.

2. Objectives

Year One:

Objective 1: Introduce AWRI personnel to current DEIAB by providing and giving access to professional development opportunities and resources.

Objective 2: To foster best practices to create an inclusive work and teaching environment in AWRI offices, classrooms, and laboratories.

Year Two:

Objective 1: Continue the above goals and include training for graduate students and summer undergraduate interns.

Objective 2: Develop strategies that infuse DEIAB into our research program and that fosters programing through our educational programs.

3. Strategies

- Provide professional development training activities for the department.
- Compile a list of best practices that will support faculty/staff DEIAB practices in their classes, in daily operations, and in our research.
- Researching opportunities for learning and DEIAB in the local regions and promote their schedules.

4. Professional Development Activities

- Organize department-held workshops facilitated by Inclusion and Equity to DEIAB interests relevant to the work of AWRI and society in general.
- Organize diversity in STEM training activities for the Education Program.
- Provide resources regarding ways to writing an inclusive syllabus or how to foster an inclusive classroom environment.

- Invite seminar speakers that incorporate DEIAB into their research.

5. Metrics

- Participating can be assessed through FARs, surveys, and taking attendance during PD activities. Surveys can be used to evaluate faculty promoting and practicing inclusive teaching.
- AWRI will track the number of opportunities offered within the unit.

6. Timeline

During Fall 2024/Winter 2025, AWRI will:

- Develop, print, and display posters that foster DEIAB consciences,
- Invite I&E personnel once/semester to provide DEIAB training sessions,
- Compile information on ways to support an inclusive classroom environment,
- Invite a seminar speaker that incorporates DEIAB into their research.