

# DEI-AB Professional Development Plan for Biology

2024 – 2025 Academic Year

## 1. DEI-AB Vision

To engage in DEIAB practices to ensure that all those learning, working, serving and living within the biology department are supported and feel a strong sense of belonging while increasing diversity within our faculty, staff and student populations.

## 2. Objectives

### Year One:

Goal 1: To create a stronger DEIAB lens through which our faculty and staff see their work by providing and giving access (to all - considering VAA schedules, etc) to professional development opportunities and resources.

Goal 2: To learn and adopt best practices for inclusive teaching in our classrooms and laboratories.

### Year Two:

Goal 1: To continue with the above goals AND by including biology student clubs, all biology graduate students and opening PD opportunities to biology undergraduate students that are interested.

Goal 2: To develop courses that teach content specifically through a DEIAB lens.

## 3. Strategies

Developing a resource list for best practices in several areas: writing an inclusive syllabus, inclusive teaching practices, a list of books and articles that address all topics within the DEIAB framework (enlisting help from the library), etc.....

- Advertising our commitment to conducting business through a DEIAB lens.
- Researching opportunities here on campus and in the community for learning and promoting their schedules.
- Scheduling professional development sessions for the department at times that ALL can attend. Would like to include presentations with Q&A sessions with Admissions, Student Ombuds, Office of Student Life,

Counseling Center, Tutoring Center, DSR, LGBTQ Resource Center, OMA and student groups such as Alpha Phi Alpha, etc.

- Creating an intro PowerPoint to include resources that GVSU offers to all students, working with OMA. Shared in all BIO/NRM courses, social media, Bb, webpage, etc. Also, in person in class. Student workers in office can help gather this data. Get input from student groups. QR codes to resources on bulletin boards.

#### **4. Professional Development Activities**

- Continue to attend department-held workshops facilitated by Inclusion and Equity that are tailored to the unit's DEIAB interests.
- Continue to offer the Biology Dept DEIAB Conversation Community (previously call DEIAB Book Club) that reads DEIAB themed books, articles and discusses current events.
- Participate in DEIAB related institutes and certification programs here on campus or within the community and discuss the experience with the department.
- Offer small trainings on “writing an inclusive syllabus” or how to “implement one small DEIAB moment weekly in class”, etc..... to the department or suggest deployment at the University level (FTLC?).
- Consider Diversity in STEM activities and student involvement – MiSTEM.
- Invite seminar speakers that will speak to faculty, staff, and students on DEIAB topics in biology and set aside time for these speakers to talk with representative students – such as:
  - 500 Queer Scientists
  - Women in Stem
  - 500 Women Scientists
  - BIPOC
  - EEB: <https://diversifyeeb.com/>
  - “Ginko” = biology dept student of color led group
- Develop, advertise and support biology courses taught through a DEIAB lens: advertising could be QR codes on lecture hall doors and bulletin boards throughout the building.
  - Racism in the Conservation Movement (already teaching)
  - Anishinaabek Gaaganoondiwig-dibaa (already teaching)
  - DEI Capstone courses (already teaching?)
  - Planting Science (developing?)
- Attend DEIAB activities on campus and in the community.

#### **5. Metrics**

- Surveys can be used to measure how many employees in biology attended PD activities, conducted some work towards promoting and practicing inclusive teaching, and how comfortable they feel with the climate of the unit.
- PD opportunities within the department can be quantified, as can advertisements and promotional media.

## 6. Timeline

The Biology Department is already doing many of the activities above, but within the **first year of implementation** we'll need to be more purposeful in our work. Developing courses takes time and resources. We are hoping to develop more courses working under guidelines set by The Voyage and I&E.

- Inviting I&E in *once per semester* for PD training sessions on agreed upon topics.
- Advertising other campus and community events *each month* and offering opportunities to discuss the experiences in department meetings.
- Supporting biology courses taught and being developed through a DEIAB lens – this should include *incentives for all involved*.
- Updating posters and student-facing information throughout the building.
- Evaluating our plan in March 2025 to identify areas of success and those for improvement. Adding Year Two goals.