

College of Agricultural and Life Sciences

1. Identify your greatest successes, as a result of your IChange Network activities this year (academic year 2020-2021), towards:
 - a. Deepening the preparation of all STEM faculty to be inclusive and effective in their undergraduate teaching, research mentoring, and advising;
 1. A semester-long Mentor Training program (based on the CIMER Entering Mentoring curriculum) was provided to a second cohort of 25 pre-tenure faculty in Spring 2021. This training, facilitated by the CALS Dean's office, is designed to educate faculty on how to be more successful mentors of post-docs and graduate students, and will soon be offered twice a year. Two faculty attended CIMER training in April to more effectively facilitate the Mentor Academy.
 2. An additional 10 faculty attended a 5-hour mentor training facilitated by the International Mentoring Association and are organizing a mentor education program for senior faculty to more effectively mentor their junior faculty colleagues.
 - b. Diversifying the faculty through effective recruitment, hiring, and retention of URG STEM faculty via institutional transformation in practices, policies, and resources;
 1. IFAS instituted a Search Advocate program in 2019-2020. The Search Advocate is a consultant/participant who advances inclusive excellence by asking questions to help committee members test their thinking, identifying and promoting practices that advance diversity and social justice, and minimizes the impacts of cognitive and structural biases. As external committee members, advocates are able to explore assumptions, norms, and practices that an internal member might not question. The search advocate plays a vital role in position development, recruitment, screening, interviews, references, evaluation, and integration of the new faculty or staff member into the institution. In partnership with the search chair, search committee members, and hiring official, the search advocate affirms a commitment to inclusive excellence.
 2. The twenty Search Advocates underwent extensive training implicit bias and are utilized for all tenure track searches. For the academic year 2020-2021 there were 35 tenure track searches. An EEO reporting process is still under development.
 3. A new process for monitoring of employment pools by IFAS D&I is also now in place. Search chairs will be advised when employment pools are not diverse, and consultation will occur regarding re-advertising options.
 4. A CALS Faculty member and IFAS HRD&I developed a 6-hour online class called "*Championing Diversity, Equity and Inclusion: Insights into Anti-Racism, Privilege, and Reducing Bias*" that has been offered to 6 cohorts of 20-25 faculty and staff. The second course in this series will deal

specifically with inclusive hiring practices with the goal of all faculty taking this course before serving on a faculty search committee.

c. Fostering institutional cultures that recognize and value inclusivity and diversity broadly, and in the context of STEM faculty work specifically.

1. Many departments and some Extension districts have conducted and analyzed climate surveys. These have provided actionable information that has been incorporated into strategic plans.
2. All departments and units have developed IDEA committees, most with graduate student representation. They have developed strategic plans with many innovative IDEA initiatives at the request of the vice president. Successes will be shared at an IFAS-wide meeting planned for the end of 2021 to report on progress and generate best practices.
3. A large number of faculty, especially those in Extension, have taken the Intercultural Development Index and have their personal development plan in place.
4. Two Diversity Difference Maker awards were provided by the IFAS Dean for Research, one given to a faculty member and one to a staff member. These awards will be presented annually.
5. IFAS Human Resources, Diversity and Inclusion added a section in the annual IFAS faculty evaluation instrument to document activities and impacts in IDEA.