



Environmental Science

POINT OF CONTACT

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PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

This unit has not yet presented in a Systemic Analysis Report Out session.



SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

PROCESS

In order to promote DEI within the Environmental Science Program at LMU, the systematic analysis questions were discussed at the Environmental Science Program Faculty Affiliates Meeting on September 14, 2020. Additionally, three ENVS majors who are currently working as teaching assistants in the ENVS Program were asked for their input and suggestions on ways to best reach out to ENVS students and solicit their thoughts on diversity, equity, and inclusion at LMU. More work is needed on these issues.

ISSUES IDENTIFIED

Processes used to share opportunities for students should be distributed so all students are aware of resources. The ENVS Program shares opportunities with all students whenever possible, but not all students take advantage of these opportunities.

Course syllabi and mission statement should be edited to ensure the use of inclusive language.

ACTION STEPS

- * Assess program mission statement and course syllabi for inclusive language that promotes DEI. Faculty will review course syllabi and mission statement and share with all faculty for feedback.
- * Two Environmental Science Teaching Assistants hold a social/office hour each week to be available to all ENVS students and answer questions. They have organized an Environmental Science Alumni panel. These events are designed to promote DEI in the program.
- * Develop mentor/mentee pairs for lower division and upper division students and alumni mentor opportunities.
- * Improve mechanisms to communicate information with students and faculty more uniformly.

OUTCOMES

- * A diverse group of students will be participating in opportunities.

LEGEND FOR PRESIDENTS COMMITMENTS

- Hiring
- * Culture and Climate
- Education

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

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|---|--------------------------------------|
| 1. Listen to your team and constituents | 5. Analyze strategic partnerships |
| 2. Review infrastructure and policy | 6. Evaluate vision/mission statement |
| 3. Review scope and content of programs | 7. Identify training needs |
| 4. Evaluate structural diversity (data) | 8. Accountability and Assessment |