

### Big Moves in Biology:

1. Courses taught through a DEIAB lens
  - a. Racism in the Conservation Movement (Dr. Meg Woller-Skar)
  - b. Anishinaabek Gaaganoondiwig-diba (Dr. Meg Woller-Skar)
  - c. NRM 380 Collaborative Environmental Governance - based on the work of Elinor Ostrom, the first woman to win the Nobel Prize in Economics, features case studies of collaborative governance of common-pool resources from around the world. (Dr. Erik Nordman)
  - d. DEI Capstone Class (Dr. Amy Russell)

### Small But Powerful Efforts:

2. Biology DEIAB Book Club - 10-12 members of Biology's faculty and staff beginning in 2022. We've read "How to Argue With a Racist" and "As Long As Grass Grows". We meet roughly 5 times per semester to discuss a couple chapters at a time - the books have promoted conversations about racism, culture and policy. Loose structure, meet as available, voluntary.
3. DEIAB Posters - in all labs and most classrooms, and planning to purchase more at the end of the 2023 academic year to put in the hallways as well. We rotate them every few weeks so that the students see a variety of topics with the hope that it promotes learning, shows support and provides for discussion within those spaces.
4. Women in STEM Profile Posters - our purpose is to highlight our own women in stem and the work they are doing as well as internationally known women in stem. Second floor of KHS.
5. DEIAB Education Board - there are 2 large support rooms in the middle of the KHS labs that hold large white boards. On the second floor support space we write a weekly message about a DEIAB topic to help educate our faculty, staff and students. Several faculty and students have stopped by weekly just to read through the information and discuss with each other.

### Developing Ideas:

1. Consider Diversity in STEM activities and student involvement - MiSTEM:  
<https://www.gvsu.edu/mistem/equity-diversity-and-inclusion-resources-for-the-stem-91.htm>
2. Seminar Speakers - the Biology Dept invites seminar speakers each semester to share research and professional development from outside schools and communities. We are making the effort to invite DEIAB inclusive speakers to discuss DEIAB topics. Resources include:
  - <https://500queerscientists.com/>
  - <https://womeninstem.org/>
  - <https://www.ifthenshecan.org/>
  - <https://500womenscientists.org/>
  - [Pattie Gonia](#)

Invite everyone to attend - faculty, staff, students (grad, undergrad), etc.

### 3. DEIAB statements in Course syllabi

Course-Specific DEIAB Objectives:

For example, from NRM 451 Natural Resource Policy “By the end of this course, students will be able to ... Understand how policies affect issues of justice and equity in access to natural resources.”

DEIAB Course Policies:

Diversity Statement:

Syllabus **Diversity Statement (as a draft to share)**

It is my intent that students from all diverse backgrounds and perspectives be well served by this course, that students’ learning needs be addressed both in and out of class, and that the **diversity that students bring to this class be viewed as a resource, strength and benefit to all**. It is my intent to present materials and activities that are respectful of diversity: ethnicity, race, gender, sexuality, disability, age, veteran status, body type, socioeconomic status and culture. Your suggestions are encouraged and appreciated. **Please let me know ways to improve the effectiveness of the course for you personally or for other students or student groups**. In addition, if any of our class meetings conflict with your religious events, please let me know so that we can plan arrangements for you.

Land Acknowledgement:

Preferred Names: