

# Creating a Culture of Diversity, Equity & Inclusion

## ALVSCE



THE UNIVERSITY OF ARIZONA

**Agriculture, Life &  
Veterinary Sciences &  
Cooperative Extension**

# *Shane C. Burgess, Vice President for the Division of Agriculture, Life and Veterinary Sciences, and Cooperative Extension*

*“We will achieve our goals only when everyone belongs in and feels included in the Division of Agriculture, Life and Veterinary Sciences, and Cooperative Extension.*

*You will know we have done so when we:*

- *Embrace diversity in every way it exists.*
- *Understand that our behaviors, especially those we are not aware of, can make others feel they don’t belong.*
- *Embrace equality, equity and fairness as lived principles in everything we do. And ask ourselves, and others, daily if we are living them.”*

**Please read more about how we are prioritizing Diversity, Equity, and Inclusion, and let us know when we can do better.**



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Cooperative Extension**



**Academic Units**

# Agricultural Education, Tech & Innovation

Led by Robert Torres

- Created a DEI committee. Quarterly meetings chaired by Angela Kaczowka.
- AETI social media honored: Hispanic Heritage Month (September 15 - October 15), Native American/American Indian Heritage Month (November), African American/Black History Month (February), and Women's History Month (March)
- Deliver online DEI course (AED 408 -Diversity Issues in a Contemporary Society)
- Included job interviewing protocols and DEI questions when hiring faculty and staff.
- Increased student recruitment activities to underserved high schools.
- 100% of faculty and staff completed the anti-harassment and discrimination training.

# Agricultural & Resource Economics

Led by Gary Thompson

- Ensured representation from all segments of our department on DEI committee
- Creating intentional space for purposeful and recurrent reflection on DEI-related issues at the monthly faculty and staff meetings
- Hosted a department-wide seminar featuring a guest speaker that applied Critical Race Theory to agricultural disciplines
- Added 2 questions to the Student Course Survey to gauge students' perceptions of DEI in the classroom
- Developing new course to improve underrepresented students' access to agribusiness and data analytics education
- **93%** of faculty, staff, and employed graduate students have completed a microaggression training

# School of Animal & Comparative Biomedical Sciences

Led by Dieter Steklis

- Created a lactation space in the Veterinary Sciences Building.
- Reactivated the DEI committee and are inviting graduate and undergrad students, staff, and faculty members.
- Insured that all faculty and staff search committees follow DEI guidelines for membership and search procedures, including requiring DEI statements from candidates.
- Devote faculty meeting time to open discussions about equity and inclusion concerns and develop solutions.
- Sought guest speakers from minority backgrounds to present their research to ACBS members in the Monday seminar series.

# Creating Culture of DEI

# Biosystems Engineering

Led by Kitt Farrell-Poe



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COLLEGE OF AGRICULTURE & LIFE SCIENCES  
COLLEGE OF ENGINEERING

## Biosystems Engineering

The Biosystems Engineering Department is working on developing a strategic plan to enhance DEI for faculty, staff, and students.



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# Entomology

Led by Bruce Tabashnik

- Refreshed our Entomology DEI Committee with new members and aligned it with the new ALVSCE DEI Council.
- Contributed to the successful proposal to establish a lactation space in Marley.
- Conducted outreach for the Arizona Insect Festival to engage the local Hispanic community, including advertisements in Spanish and visits to schools with a high proportion of Latinx students.
- Included commitment to promoting DEI as a requirement for applicants for faculty positions and required all applicants to submit a statement demonstrating this commitment.

# Environmental Science

Led by Jon Chorover

- Pursued a Strategic Priorities Faculty Initiative hire (SPFI), that led to the hiring of an exceptional tenure-track scientist in environmental microbiology
- Practiced active recruitment and diverse hiring strategies that led to the recruitment and hiring of 3 additional faculty from diverse and international backgrounds. These individuals bring a rich disciplinary perspective to our faculty team, and we are very excited to have them.
- Host an Inclusive Excellence Committee led by Dr. Mark Brusseau.
- Partnering with other units to install a lactation space in Saguaro Hall.

# Norton School of Human Ecology

Led by Laura Scaramella

- Developed a mentoring/buddy system to better onboard and support faculty.
- Utilized diversity and inclusive practices when hiring faculty. This included competing for a Provost Strategic Priorities Faculty Initiative position, which supports the hiring of faculty from underrepresented backgrounds.
- Formed a DEI Planning Committee, chaired by Linda Pallock and Cory Quales, which is now a formal committee in the School's bylaws.
- Established a pool of travel funds to support the professional development of faculty, staff, and grad students. Funds create greater career equity among our colleagues

# School of Natural Resources and the Environment

Led by Wim van Leeuwen

- Emphasized to all faculty and staff to complete the anti-harassment and discrimination trainings.
- Participated in the Strategic Priorities Faculty Initiative (SPFI) that led to the hire of a diverse faculty position and supported the Indigenous Resilience Center
- Fundraised with ALVSCE Development and established an endowed scholarship for Upward Bound and/or first-generation students in our department.
- I (Wim van Leeuwen) attended the American Indian STEM and Engineering Society (AISES) conference to inform myself, recruit students and explore student internship opportunities
- We organize biweekly coffee hours for all faculty, staff, and students

# School of Nutritional Sciences and Wellness

Led by Scott Going

- Developed an inclusive hiring checklist for faculty hires. The checklist includes recommended trainings, recruitment, and interview practices to support inclusive searches.
- Developed an anonymous feedback form for SNSW students and employees sent directly to the School Director to triage and address issues.
- DEI trainings or discussions at each School faculty retreat in 2020-2022, resulting in revisions to the School's strategic plan-in-progress.
- Developed DEI resources to support the SNSW student experience through the SNAC (Student Nutrition Advising Center), the student O-SNAP portal (online SNAC), and the SNSW website.
- Enhanced the DEI committee, including the recruitment of student representatives and the development of committee Guiding Principles.

# School of Plant Sciences

Led by David Galbraith

- Secured funding to renovate Marley Room 226 into a dedicated Lactation Space.
- DEI workshop led by Dr. Treya Allen: *“Moving from Conversations to Cultural Shifts: I Got the Power, but Maybe I Don’t?”* with a follow-up discussion facilitated by Maya Azzi.
- Name of the SPLS Diversity and Inclusion Committee was changed to Diversity, Equity, and Inclusion Committee. This change reflects the committee’s commitment to fairness, justice, and equal access to the same opportunities.
- Require faculty candidates to discuss DEI with the search committees and share their views on DEI in their public seminar presentations.



# Cooperative Extension System

# Apache & Navajo County Cooperative Extension

Led by Mike Hauser

- Host 4-H Agents and staff from the Navajo Nation, Hopi Reservation, and three counties to develop 4-H programming that is culturally relevant for each of the communities.
- Lead 4-H blacksmithing courses on the Hopi Reservation as part of a youth mentorship program.

# Arizona 4-H

Led by Jeremy Elliott-Engel

- Trained county-based 4-H professionals on supporting First Generation 4-H Youth Members. Specific topics covered indigenous, Latinx, LGBTQ+ and intellectually differently abled youth.
- Adopted the Juntos 4-H curriculum for our county's 4-H programming.
- 4-H Pledge has been translated into Apache, Mohave, Hopi, and Dine. Navajo youth presented the 4-H pledge for the first time at the Clover Ball.
- Arizona 4-H Youth Foundation is in year 2 of covering the costs of background checks for all 4-H authorized adults to reduce the financial burden of families. Specific grants were given to CRIT and Hopi in 2021 to support volunteer screening, including travel so that families could get to the fingerprint locations which are hours away.

# Coconino County Cooperative Extension

Led by Hattie Braun

- Worked on the statewide AZ Health Zone to develop culturally appropriate recipes.
- Presented a cultural inclusion workshop at the Arizona Extension Conference to enhance programming for diverse audiences statewide.
- Member of the National 4-H Council's Access, Equity, and Belonging Committee and developed Cultural Inclusion/DEI training available to nationwide Extension offices.
- Provided lactation space guidance and supporting materials to Extension programs statewide.

# Greenlee County Cooperative Extension

Led by Kim McReynolds

- 100% of faculty and staff have completed the anti-harassment and discrimination trainings.
- Created a lactation space in our office.
- Discuss USDA Federal diversity guidelines that are used to increase the diversity and inclusion of participants in our programming at monthly staff meetings and with the Extension Advisory Board for the county.
- Chair of the Extension Advisory Board completed and signed our compliance with the Civil Rights and Affirmative Action guidelines.

# La Paz County Cooperative Extension

Led by Don Adonis “Don” Alamban

- Converted a room in our office into a lactation room
- Made our restrooms gender neutral
- Intensified recruitment of tribal youth into the 4-H program through showing of video interviews of native youth who are currently enrolled in 4-H, asking them why they joined 4-H and what benefits they get from joining the program.
- All staff participated in the CRIT Native American Days. Activities include: vegetable seed planting for children, smoothie-making using a bicycle-powered blender, and gourd painting. 4-H staff coordinated the livestock show.

# Maricopa County Cooperative Extensions

Led by Ayman Mostafa

- Host a Diversity and Inclusion Committee.
- Celebrate a “Cultures of the World” by holding a potluck in October
  - Everyone brings a dish or beverage representing their heritage (ancestry, religion, etc.) they would like to share.
  - Flags from all over the world are hung as decoration.
  - Group tables have fun-themed prompts to start conversations about culture and the richness it offers.
- Dedicated lactation room to support mothers.
- Gender-neutral bathroom and a family bathroom (also has a koala changing table).
- Bulletin board in a common area that highlights multi-cultural events in the county.

# Pima County Cooperative Extension

Led by Claire Zucker

- PCCE's DEI Committee held meetings, which was formed in 2020, covering topics such as gender and ethnic diversity and inclusiveness.
- The PCCE SNAP-Education Garden Kitchen trained its team on implicit bias, trauma awareness, and community engagement, in-part guided by [Six principles to a trauma informed approach](#).
- Support 4-H club in Barrio Santa Cruz in southwest Tucson by securing a mentoring grant and a UArizona Provost Investment grant, which helped to establish the Juntos mentoring program in both Pima and Cochise County. Juntos mentors Latinx youth and gain the knowledge and skills they need to bridge the gap between high school and higher education.
- The University of Arizona AVP for Diversity and Inclusion, Ivy Banks, attended and presented at two of PCCE's All-staff meetings, including a presentation and training on implicit bias. Online training was taken by all staff before attending the meetings.
- All EFNEP Community Nutrition Newsletters and registration forms are produced in both Spanish and English.

# Pinal County Cooperative Extension

Led by Cathy Martinez

- Monthly office training of the USDA Federal diversity guidelines to ensure the outreach efforts are attractive to a broad-based and inclusive audience.
- Encourage staff from all backgrounds utilize their tuition reduction benefits and provide an office that supports the furthering of education and degrees.
- Utilize faculty and staff search guidelines to attract a diverse and inclusive pool of candidates.
- Started a new 4-H club at a local community center that primarily serves Hispanic family and youth.

# Water Resources Research Center

Led by Sharon Megdal

- Dr. Valerisa Gaddy leads a survey of DEI practices at water institutes and centers nationwide and the recommendations will be adopted at WRRRC-hosted events.
- Dr. Sharon B. Megdal and Dr. Gaddy are participating in the Diversity, Equity, Inclusion, and Justice Committee of the National Institutes of Water Resources.
- The WRRRC published and posted for free access the 2022 Arroyo, entitled Water Resilience – Indigenous Perspectives.
- Led by graduate student Simone A. Williams, a literature survey was performed and a journal article, “Diversity, Equity, Inclusion, and Justice in Water Dialogues: A Review and Conceptualization,” is under review.
- At the November 2022 annual conference of the American Water Resources Association, Dr. Megdal has organized and will moderate the panel, Tribal Priorities in Water Resources, which includes Dr. Gaddy as a panelist. She also helped organize and will speak on the plenary panel, “*What are You Doing to Improve D or E or I or J?*”

# Yavapai County Cooperative Extension

Led by Matthew Halldorson

- Adopted the Family & Consumer Health Sciences Nature Niños program that facilitates kids getting outdoors and has offers materials in Spanish and English.
- Provided nutrition education to 619 families in Yavapai County, focused on low-income households with young children and older adults.
- Hosted the Arizona 4-H Military Teen Adventure Camp to provide outdoor and leadership experiences for teenagers of active duty, National Guard, Reserve, and retired veterans.

# Yuma County Cooperative Extension

Led by Russell Engel

- Created online educational content in both English and Spanish.
- Translated some of our existing fliers and written educational material to Spanish.
- Conducted a field day (Farm to Family) at the Yuma Ag Center supporting local Hispanic families.
- Faculty and staff completed anti-harassment and discrimination training.
- Our First Smiles Program targets children from low-income families.

# Arizona Experiment Station



# Arizona Experiment Station

Led by Mitch McClaran

- Created lactation room at Yuma Agricultural Center.
- Hosted Cooperative Extension programs at Maricopa Agricultural Center and Southern Arizona Experiment Station that educated more than 10,000 K-12 students from diverse backgrounds last years: Ag-Ventures program at MAC and Tucson Village Farm at SAES.
- Established a Diversity and Inclusive Excellence Statement at Maricopa Agricultural Center. *“The Maricopa Agricultural Center is committed to providing the best environment for all members of the University of Arizona community. Our staff, faculty, and students practice and value diversity and inclusiveness. We respect and value all social identities.”*
- V-V Ranch served diverse audiences in High Schools, Young Farmer and Rancher Programs, and Artificial Insemination Clinics.

# Communications & Cyber Technologies

Led by Matt Rahr

- Added server-side technology to allow any department and project-specific websites to be multi-lingual.
- Worked with Life & Work Connections to develop a Lactation Space interactive web-map for main campus and Statewide locations.
- Collaborated with (CYFAR) Children, Youth, and Families at Risk early literacy projects on the design of promotional material for two American Indian communities in Arizona (the Navajo and Apache Nations).
- 100% of faculty and staff completed the anti-harassment and discrimination trainings.

# Southern Arizona Experiment Station

Led by Brett Blum

- Partnering with the UA College of Education to increase opportunities for access and K-12 programmatic potential at the Santa Rita Experimental Range for traditionally underserved and indigenous communities.
- Launched a community tree program at the Campus Agricultural Center with a focus on aesthetic enhancement, community outreach, and shade equity for local bus routes and pedestrian traffic proximate to CAC.
- Coordinating with UA Senior VP for Tribal Engagement and UA Tribal Extension to increase opportunity for dialogue, programming, and incorporation of traditional ecological knowledge on the Santa Rita Experimental Range.
- Partnering with the College of Veterinary Medicine to install a Mamava Pod at the Campus Agricultural Center.



# Support Units

# Career and Academic Services (CAS)

Led by Mike Staten

- Learning Lab & Life Management: Supporting neurodiverse learners, normalizing mental health challenges, and promoting resilience
- CliftonStrengths survey results from students & advisors inform the CALS approach to academic advising and student support
- Undergraduate Research: CALS ASEMS, a research program for underrepresented students in STEM: Majority of CALS students are eligible to apply, fully funded by CALS since Fall 2018
- Scholarships: Achievement is more than GPA: 72% of CALS Scholarships – \$793,074 in 2022/23 – are awarded based on factors other than grades, meaning no GPA requirement at all
- Student Leader Development
  - MANRRS club program advising to promote academic & professional advancement of minorities in agriculture & natural resources
  - CALS First Cats community of students, faculty, and staff: regular convenings to connect, inspire & amplify success
- Spanish Language
  - 22% of CAS staff fluent in Spanish
  - Prospective student recruitment website published in English & Spanish

# Division Business Services

Led by Jeff Ratje

- Diversity Moments: staff research and present on a DEI topic each month at our staff meetings
- 100% completion of UArizona's anti-harassment and anti-discrimination training
- Built diversity dashboards to measure and support progress in attracting and retaining a diverse student population for CALS and employee population for ALVSCE, and to be representative of our local communities
- Created, in partnership, with Human Resources a standardized hiring search rubric and Hiring Best Practices to reduce unconscious bias and improve all division searches. Practiced diverse hiring committees when searching for positions within DBS.
- Led a food drive for the Campus Pantry to reduce food insecurity on campus

# International Initiatives

Led by Kevin Fitzsimmons

- Hosted a Hispanic Heritage Month event with Peace Corps in Forbes Lobby
- Worked with Peace Corps Recruiter to increase number of underrepresented students in Peace Corps Prep Program
- Submitted a proposal to USDA to train Next Generation of Hispanic and other under-represented students for careers in USDA
- Hosted the Administrator of USDA-Foreign Ag Service for a recruiting visit to UA directed towards under-represented students for careers in USDA-FAS.