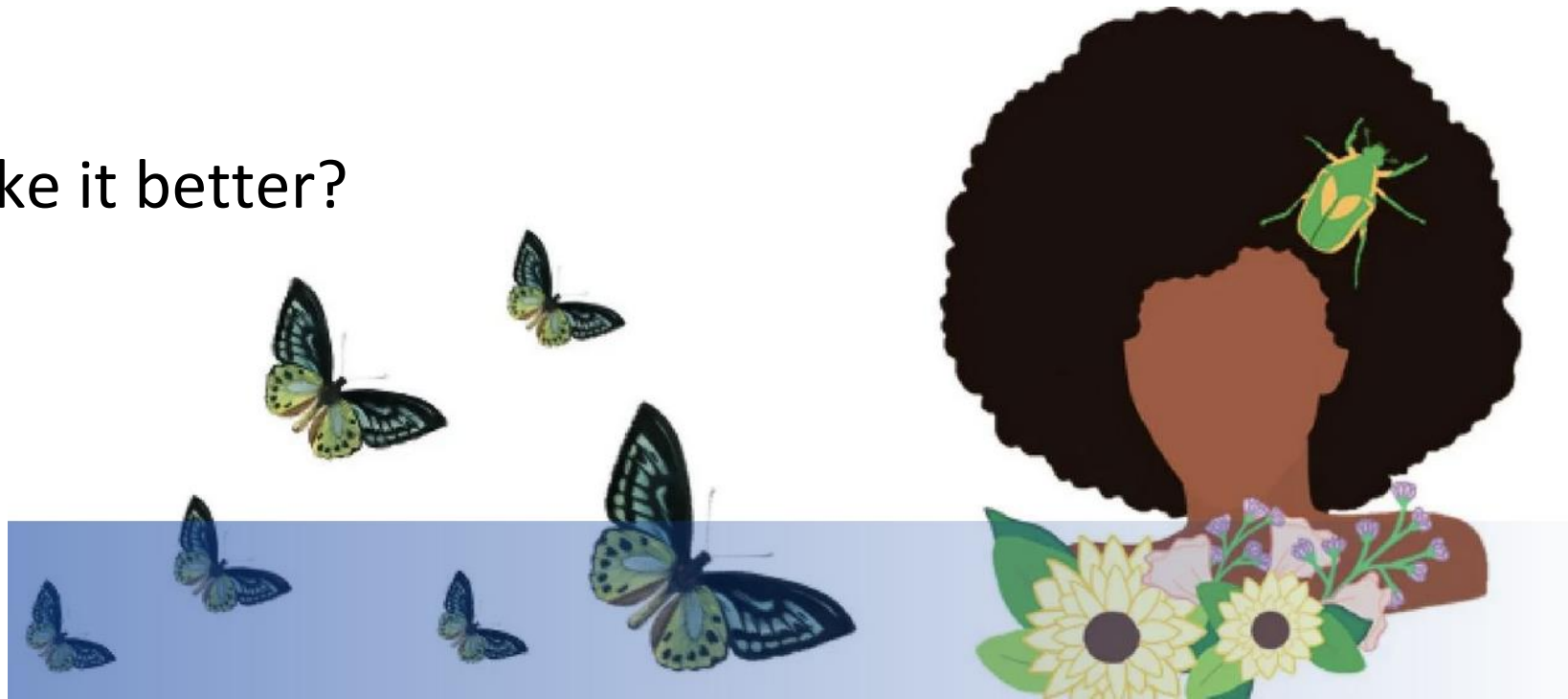


Entomology Town Hall – Diversity, Equity, and Inclusivity

What is going well?

What have we changed that is working?

How can we make it better?

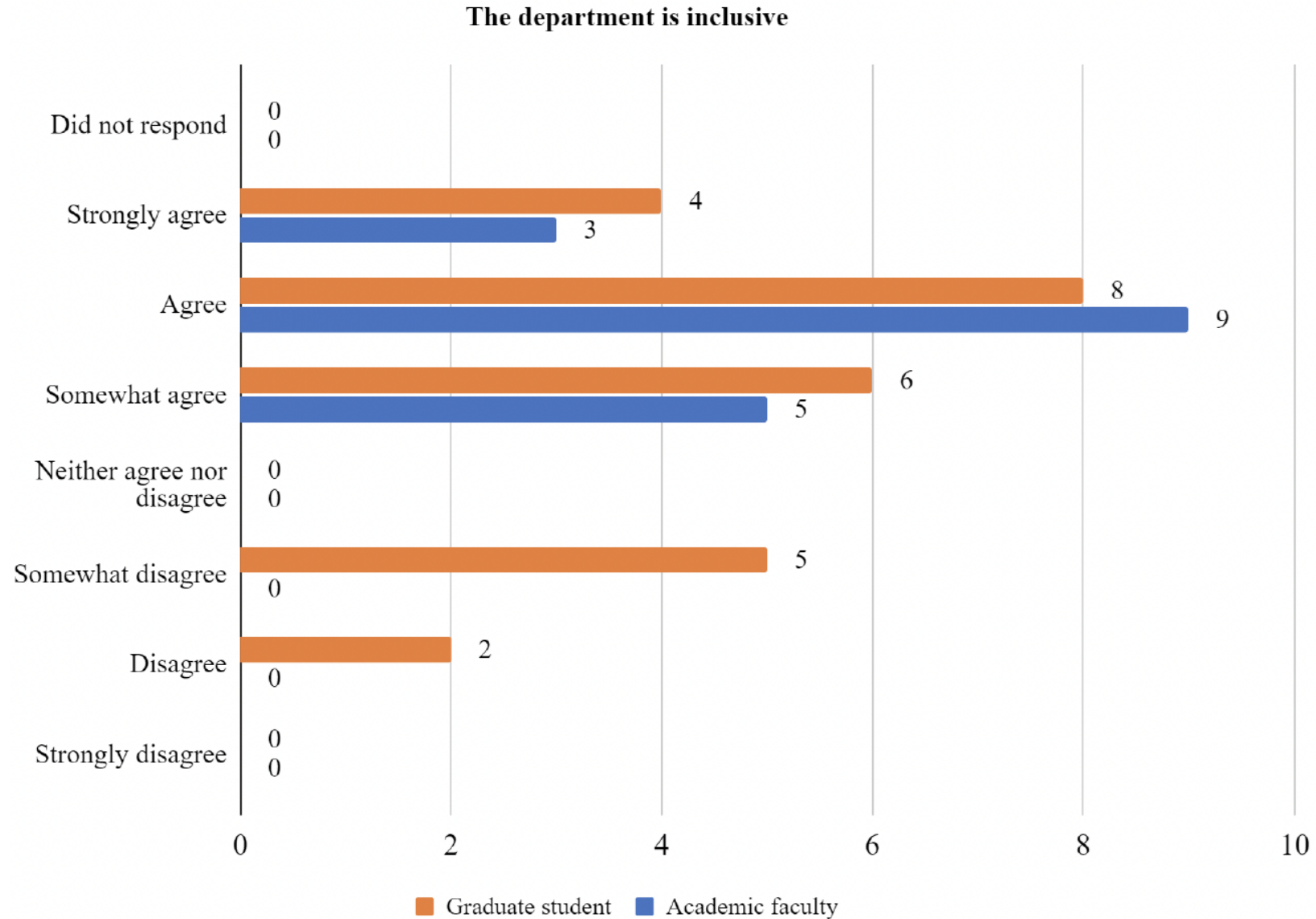


The spring climate survey..... April 29, 2022

Summary of survey
respondents

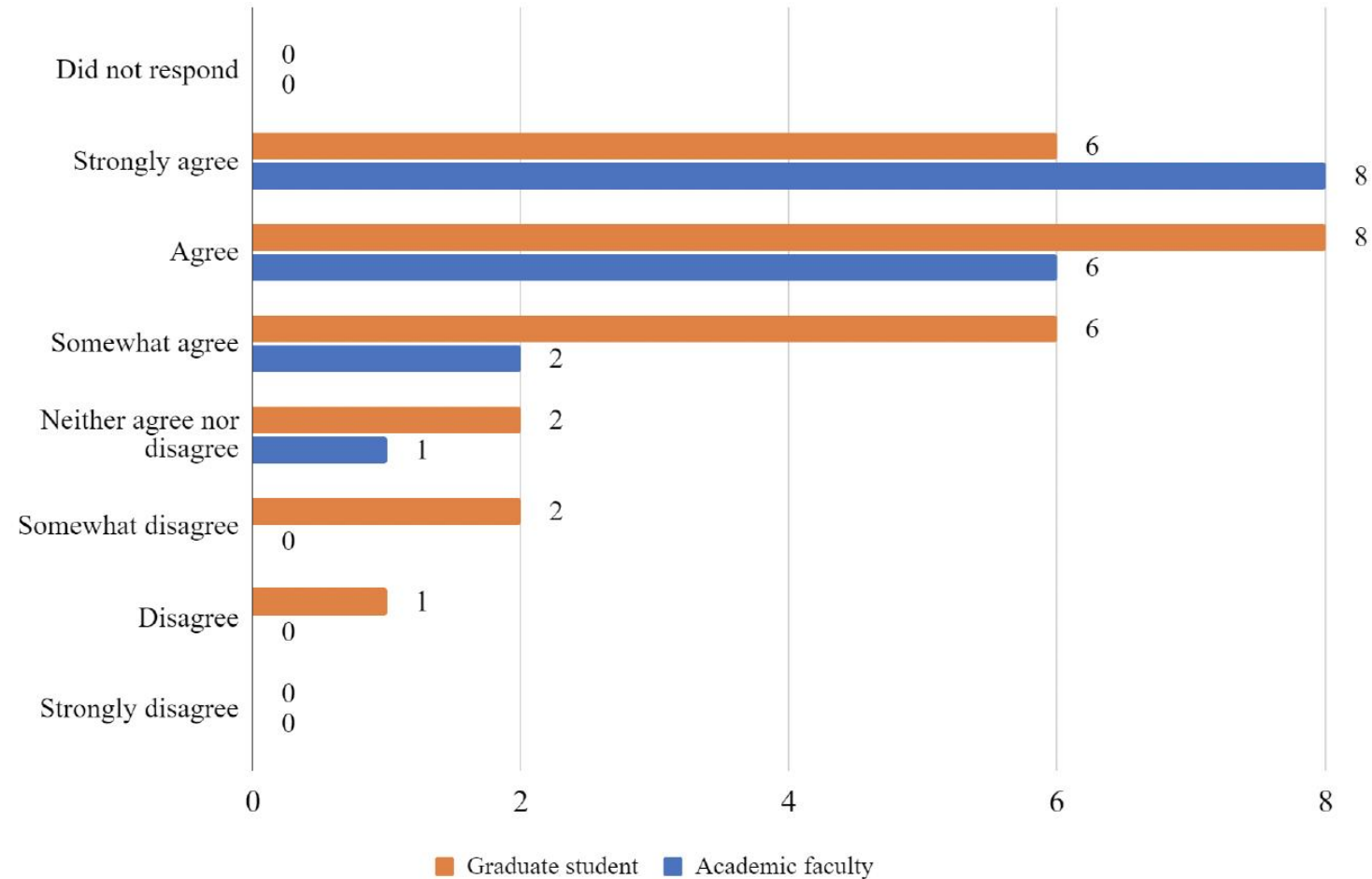
Departmental category	N	Percent of total respondents	Percent of total in department
Undergraduate student	4	6.67%	12.12% (33)
Graduate student	25	41.67%	67.57% (37) ★
Non-laboratory staff	1	1.67%	0.09% (11)
Laboratory staff	3	5%	0.08% (39)
Postdoctoral researcher	3	5%	17.65% (17)
Academic non-faculty	2	3.33%	0.1% (20)
Academic faculty	17	28.33%	62.96% (27) ★
Affiliate or volunteer	1	1.67%	
Other	4	6.67%	

Statement 3: The department is inclusive.

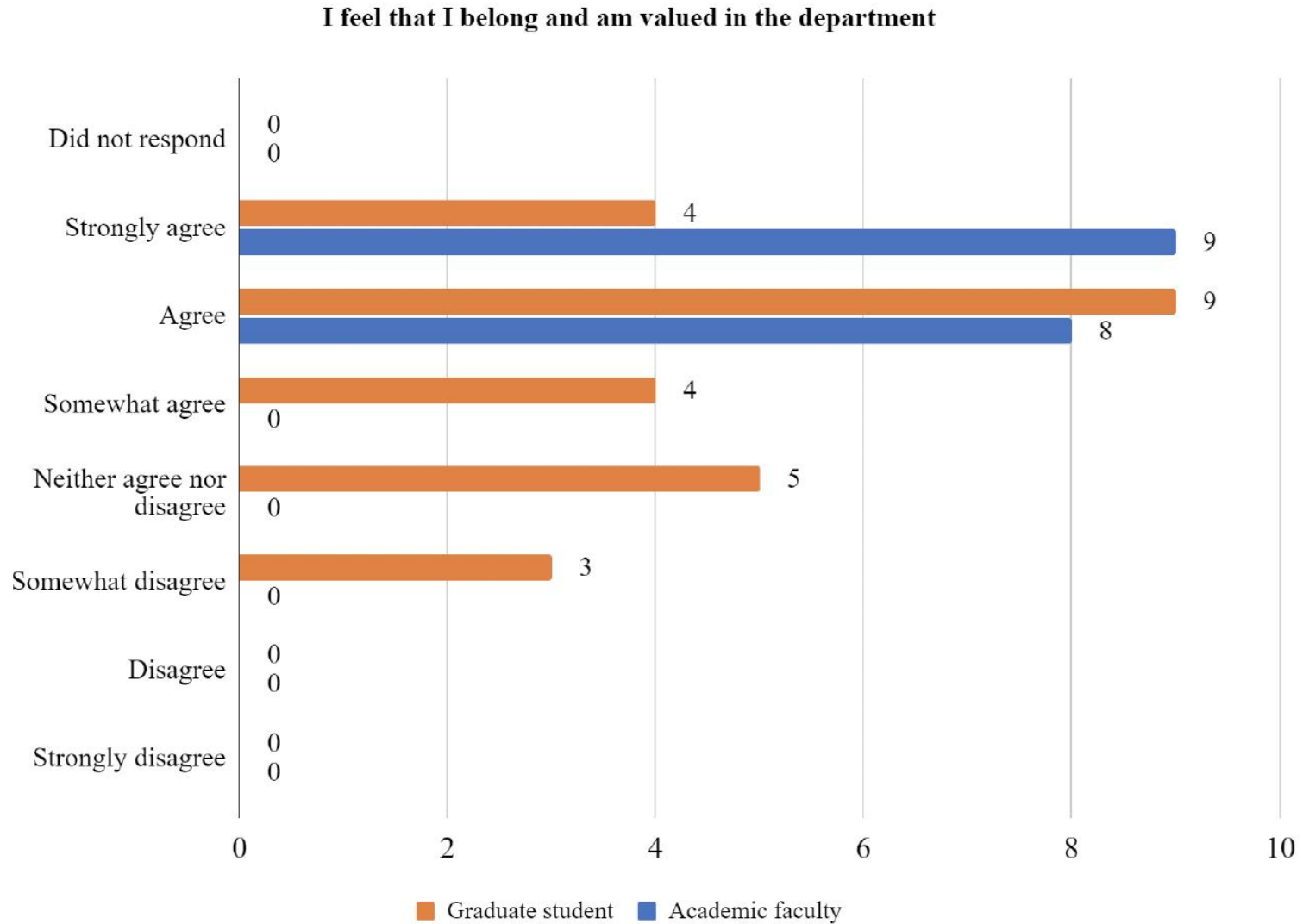


Statement 5: I feel safe in the department and that the department is a safe place for people with a diversity of identities.

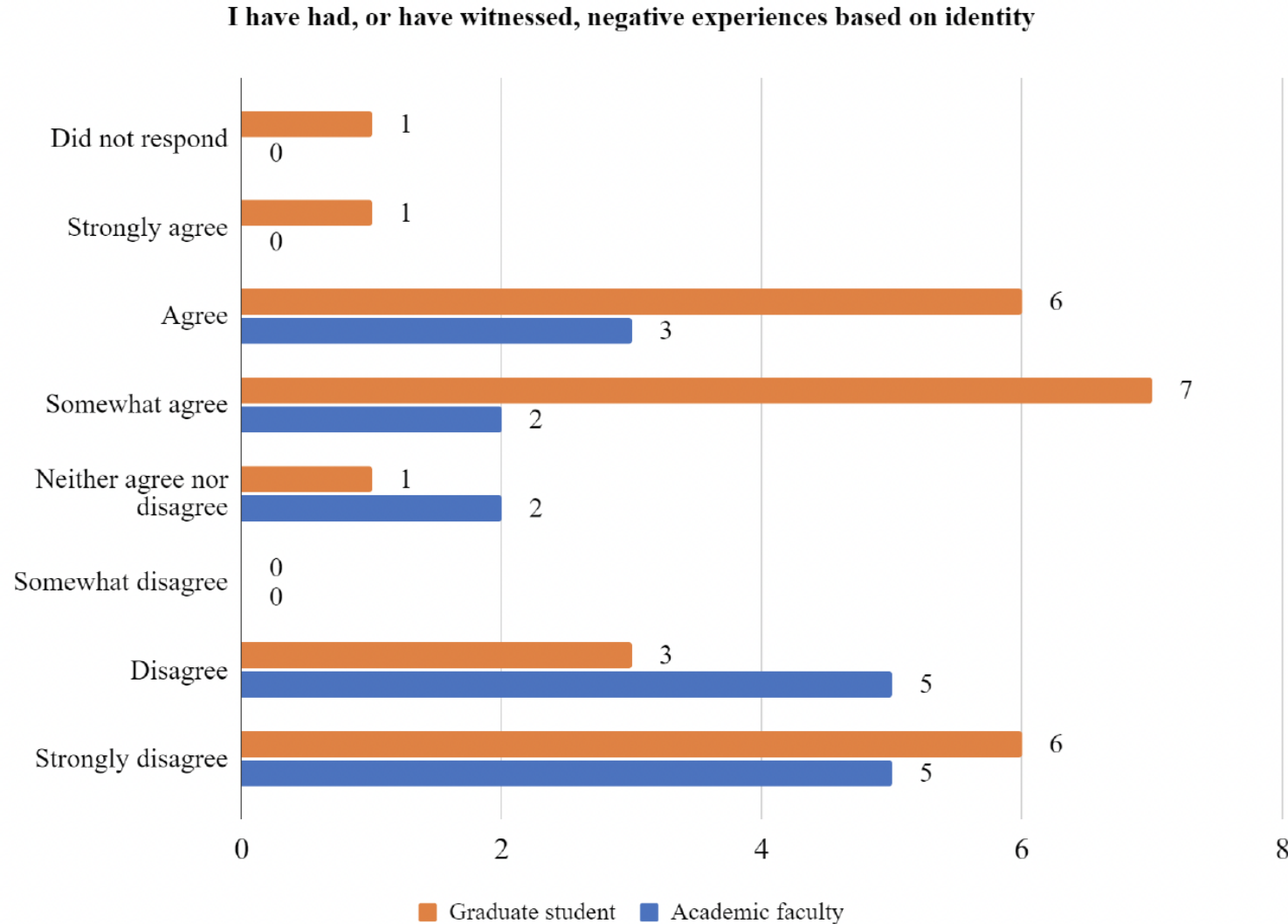
I feel safe in the department and that the department is a safe place for people with a diversity of identities



Statement 6: I feel that I belong and am valued in the department.

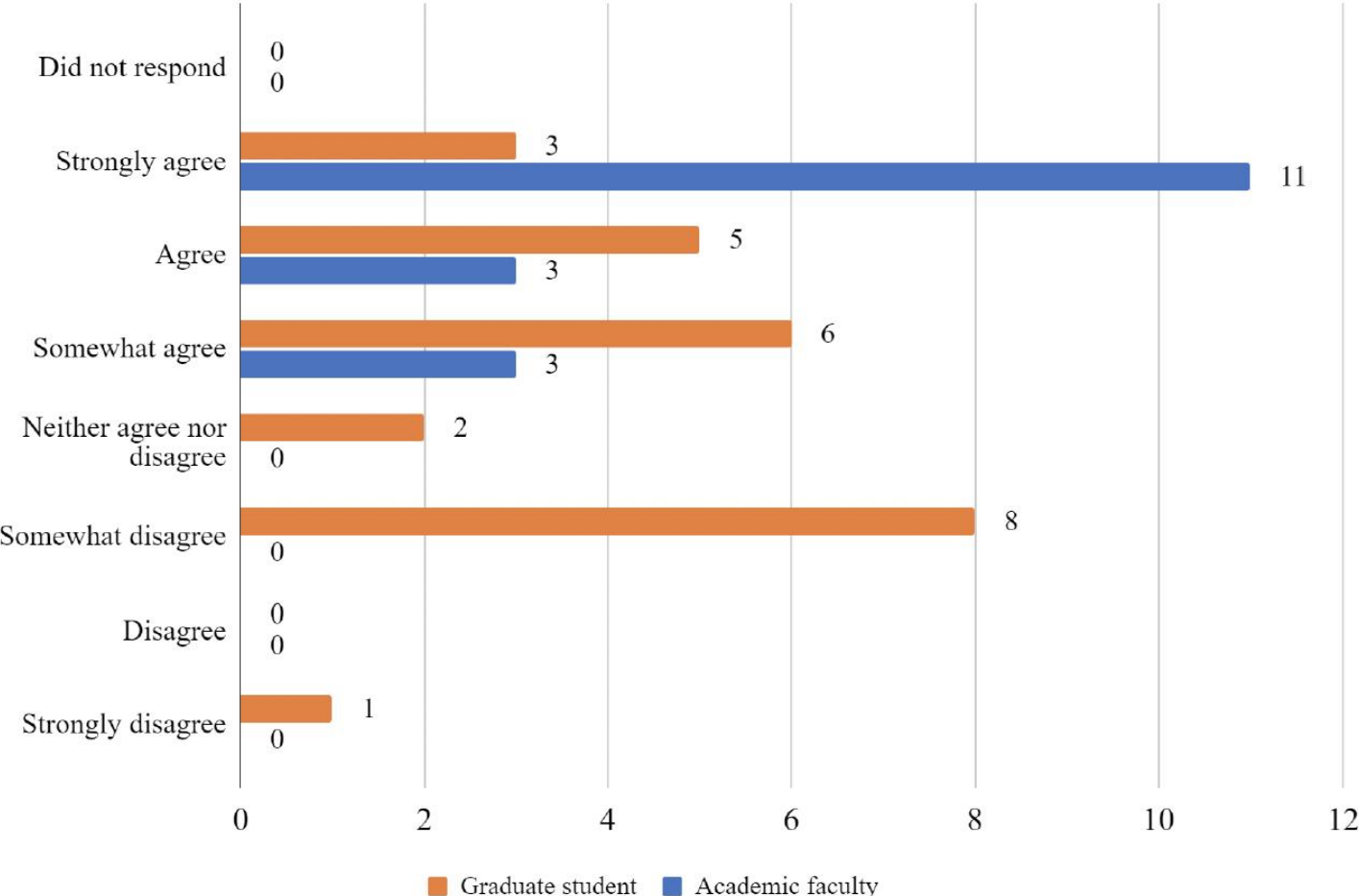


Statement 7: I have had, or have witnessed, negative experiences based on identity.



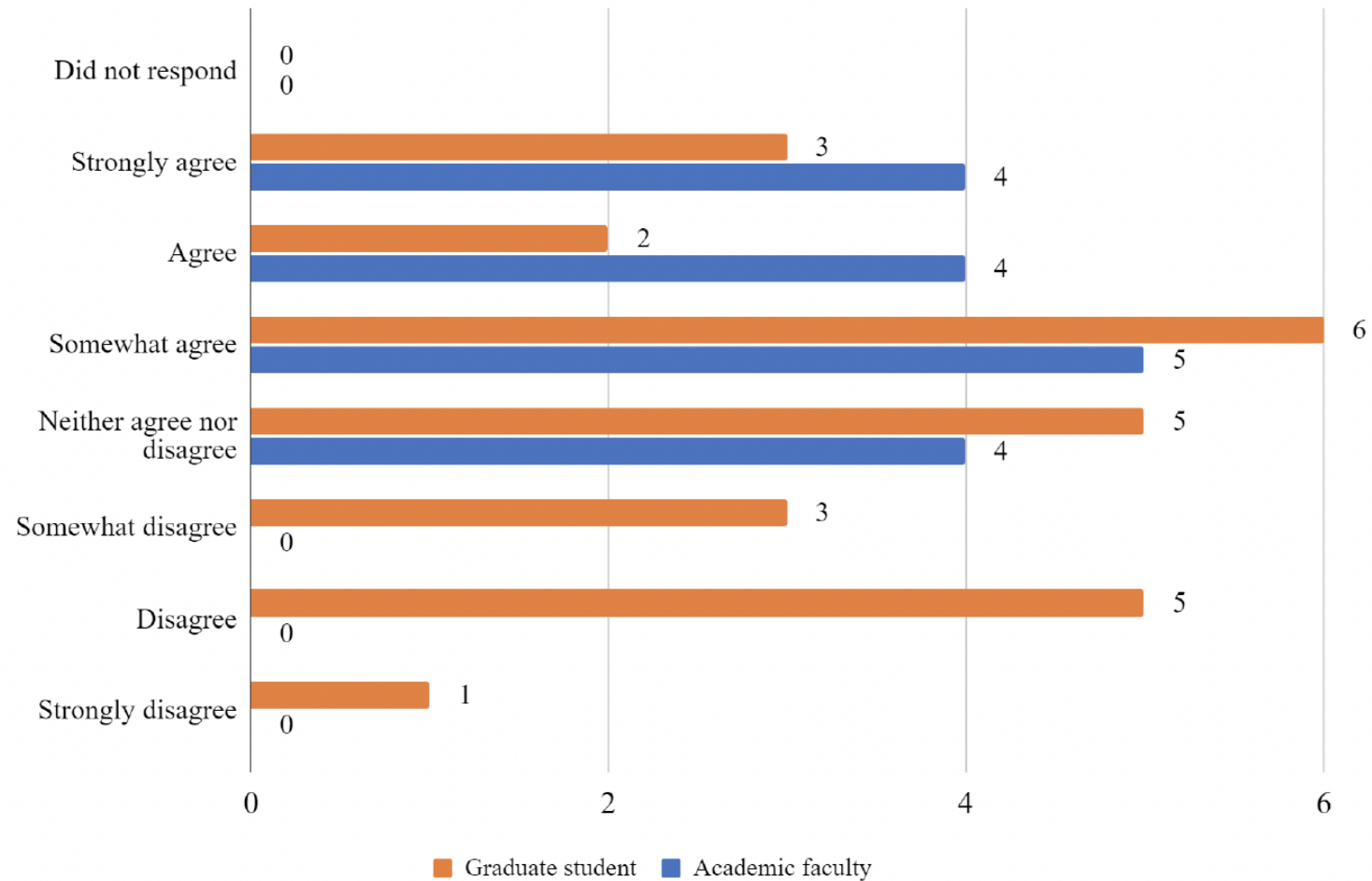
Statement 10: I feel comfortable discussing diversity, equity, and inclusion issues and can do so without fear of negative consequences.

I feel comfortable discussing diversity, equity, and inclusion issues and can do so without fear of negative consequences



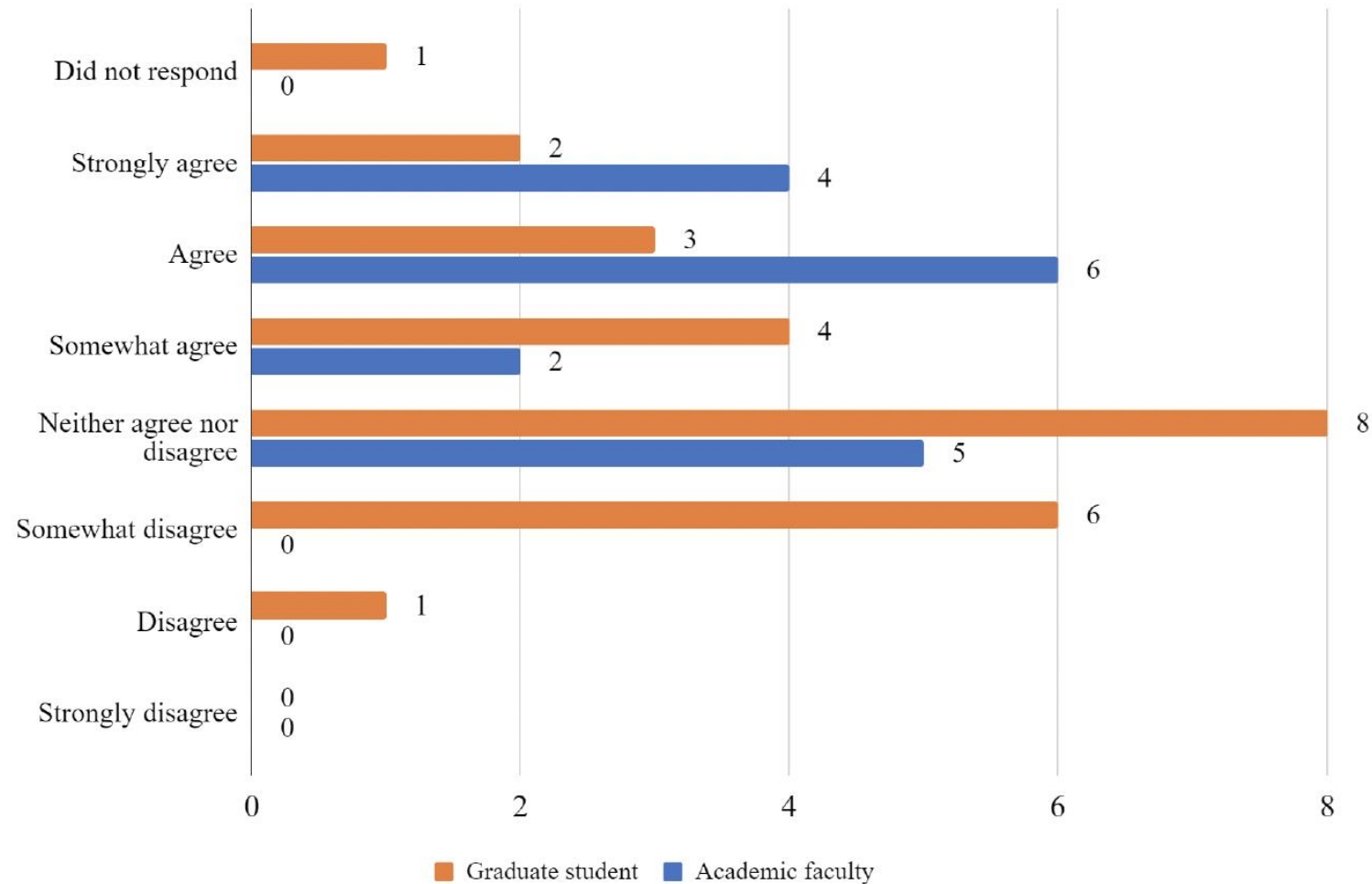
Statement 11: I know how to access support and help in diversity, equity, and inclusion issues within and outside the department.

I know how to access support and help in diversity, equity, and inclusion issues within and outside the department



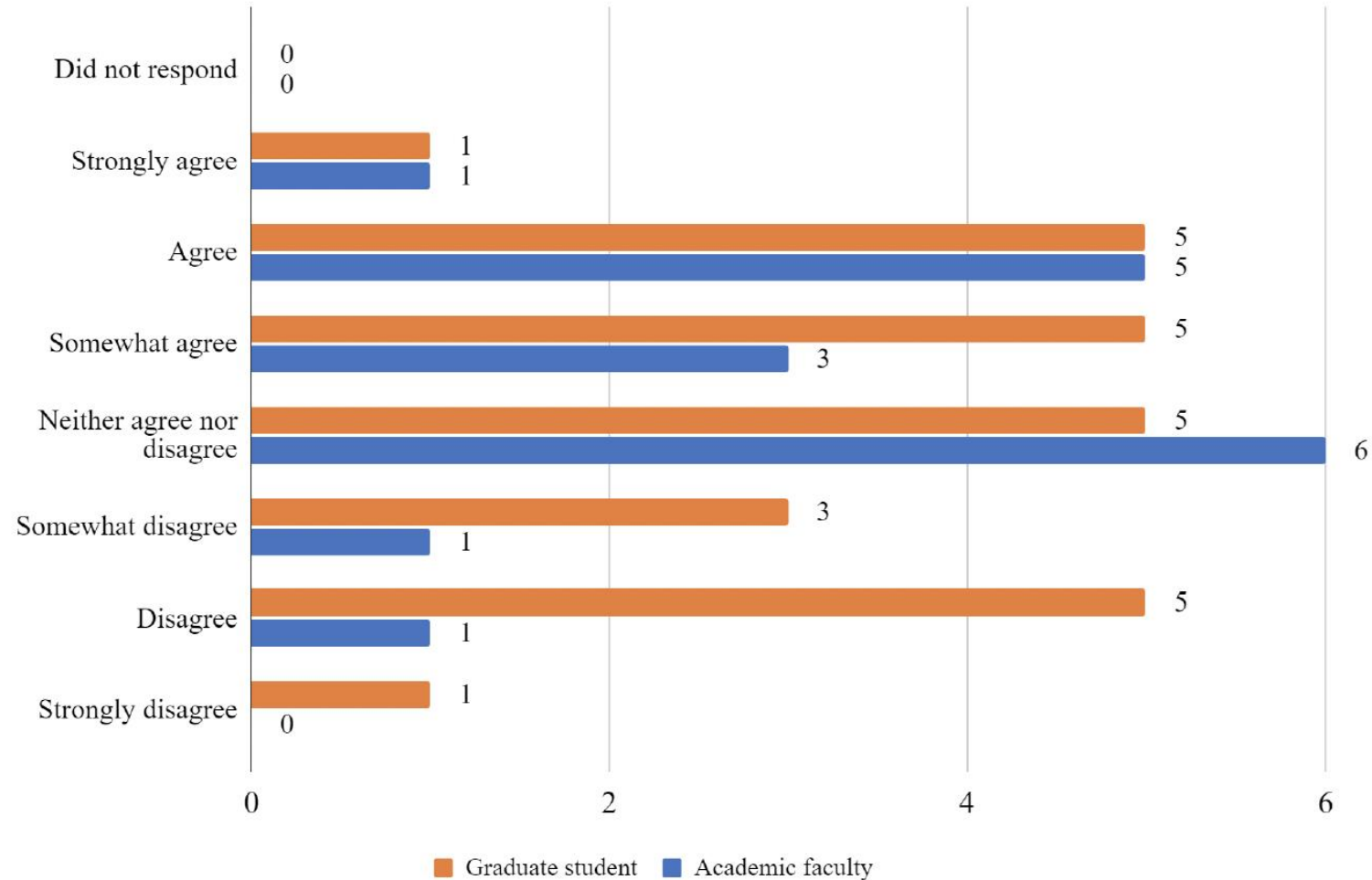
Statement 12: If issues of insensitivity, exclusion, disrespect, or harassment arise in the department, they are addressed directly and in a timely fashion.

If issues of insensitivity, exclusion, disrespect, or harassment arise in the department, they are addressed directly and in a timely fashion



Statement 14: All instructors in the department are comfortable with, and competent in, working with diverse groups of students.

All instructors in the department are comfortable with, and competent in, working with diverse groups of students



What is going well? What are our strengths?



What have we changed that is working?

Reports:

- Seminar committee
- Instruction and Student Affairs
- Faculty Search Committees
- Diversity, Inclusion and Equity Committee
- Graduate Students
- Postdoctoral researchers
- Others?



Seminar Committee

Town Hall

- would you like to see
this be a regular event?

Speakers on DEI topics

Other suggestions? Here
or email Ysabel
ysabel.Giraldo@ucr.edu



Dr. Carolyn
Copenheaver
Professor, Virginia Tech
Jan 22, 2024



Dr. Juanita Rodriguez Arrieta
Research Scientist, CSIRO:
Australia National Insect Collection
April 29, 2024

Instruction & Student Affairs Committee

2022/2023 (Dr. McFrederick, former chair)

- **Instituted a holistic review process for graduate applications**
- **GRE not considered**
- **Detailed rubric**
- **Rubric includes consideration of student activities in new areas:**
 - **outreach, life experiences, efforts to broaden participation in science**
 - **overcoming adversity**
 - **creativity in science and life experiences**
- **New areas are ranked equally with more traditional metrics such as GPA & research experience**



Faculty hiring procedures



Created and instituted a rubric for evaluating candidates in three areas:

- 1) Contents of diversity statement**
- 2) Achievement in research and professional service**
- 3) Achievement in teaching**

Each area is equally weighted

Each area has subcategories with specific descriptions for different ratings

Faculty hiring procedures

Created and instituted a rubric for evaluating candidates in three areas:

Contents of diversity statement

Achievement in research and professional service

Achievement in teaching

Each area is equally weighted

Each area has subcategories with specific descriptions for different ratings

Robust mechanisms for graduate student participation



Graduate student on the search committee

Feedback collected by graduate student representative

Feedback considered of equivalent importance to search committee opinions

Six Legs, Endless Possibilities

A program for UCR transfer students in the life sciences

Who?

Three UCR professors from the Entomology Department

Two UCR professors from Evolution, Ecology and Organismal Biology

Three professors from Riverside Community College district campuses (RCC, Moreno Valley College, Norco College)

Goals:

Enhance educational opportunities for K-12, community college, and UCR transfer students

Provide research and internship experiences for motivated students

Achievements:

10 transfer students hosted for remote research, 17 for in-person research

New labs and curricula developed for experiential learning

~50 students per year receiving programming at community college partners

Several students have gone on to seek careers in USDA agencies, graduate school



United States Department of Agriculture
National Institute of Food and Agriculture

- Now in its third year
 - Faculty, graduate students, postdocs, staff (Paige Mejia)
 - Discuss issues and potential resolution
 - Manage **inclusivity fund**
 - Faculty climate survey
 - Town Hall development
- arrange social hour after 😊



Advancing Inclusivity in Entomology Scholarship Application

The Department of Entomology invites applications from undergraduate students for our Inclusivity Fellowship Program to conduct research in entomology at UCR. We recognize that there are marginalized groups that face systemic barriers throughout their academic journeys. An award of \$1000 will be provided to an undergraduate student that has faced or addressed social, cultural, and financial barriers to participation in research. The funds are meant to support their ability to participate in research under the guidance of a Department of Entomology principal investigator. Faculty members at UCR may provide additional research support and will provide mentorship. At this time, this scholarship is limited to students enrolled at colleges and universities in Southern California.

2021

Ariana Sanchez

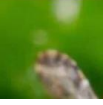


AUTHOR:
JULES BERNSTEIN

August 12, 2022

A bacterial species closely related to deadly citrus greening disease is infecting insect hosts, and possibly plants as well.

The newly identified species belongs to *Liberibacter*, a family of bacteria known to infect several economically important crops. There are nine known *Liberibacter* species, including one that infects potatoes and three that are associated with



2022

Carolina Gonzalez

2023

Patricia Sanchez

Nathan Olvera

Partnership with local business:
Ceramic & Art Studio in Norco

Fundraising activity

Working with UCR office of Development

Donor matching (thank you!)

Craft fair (Dec 2022)

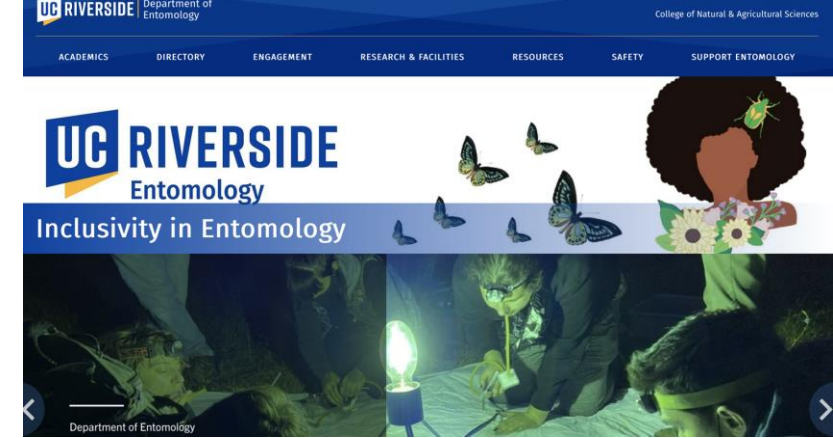
Craft fair (Dec 2023)



Change that works...?

DEI Committee

<https://entomology.ucr.edu/inclusivity-entomology>



Grad student community committee

What have we done?

- Initiated a project to make a history of the department timeline instead of just the pictures of people from our past.
- Began creating accessible outreach materials for blind and spanish speaking folks.
- Hosted workshops for quals and grants.
- Created an internal handbook to help students with quals problems, navigating issues with PIs, etc.
- Collaborated with the faculty committee to bring DEI topics to seminars.
- Helped initiate the climate survey when it was created.
- Learning how to collaborate best with the faculty committee and use the results of the survey to create clear actionable items

Grad student community committee

What do we want to do?

- Complete the previous projects.
- Create field safety resources for marginalized students.
- Collaborate with faculty committee to organize workshops on how to mentor new faculty and students of color.
- Have annual/regular climate surveys and create a timeline for when these results will be analyzed and shared in a timely manner.

How Can We Make It **Better**



Anonymous Comment Box

Type of things that can go into the comment box:

- 1) Recommendations
- 2) Issues
- 3) Microaggressions (statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group)
- 4) Events you observe
- 5) Anything else you can think of?

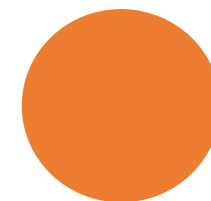
To comment



To examples of
microaggressions



- Comments?
- Suggestions?
- Issues?
- Anonymous but read by members of the DEI committee.



Postdocs

Problem

Lack of Community
within the
Department

Action

First step to solve the issue:

Postdoc lunches every
quarter paid by the
Department



Postdocs

Postdoc lunches every quarter paid by the Department

24 postdocs  **~ 50% work remotely**

- 1st lunch on Oct 4th at the Barn
- 7 out of 12 postdocs working on campus participated + 2 more couldn't join because of other commitments

Postdocs

What did we discuss during the first Postdoc lunch?



- The postdocs really appreciated this new initiative. We were happy to finally get to know each other and discuss what works and what doesn't work within the Department.

Suggestion: include academic staff (researchers/specialists etc.)



- Very few postdocs (3) responded to the climate survey. This is partly because we do not feel appreciated and valued outside our labs and therefore feel that our responses do not matter.



- Postdocs do not feel safe reporting inappropriate behaviors:
Doubts that problems would be addressed or that reports would lead to repercussions (even if anonymous)

Suggestion: surveys on general questions (such as hours worked, interactions with others, etc) summarized by a person from outside the department. The final report will be sent to the entire department.

Reporting.... An issues that affects all people in the department

Who, where and when to make a report to.....??

Estela Ana Gavosto
Associate Vice Chancellor for Diversity, Equity, and Inclusion

How can we make it better...?

Time for discussion



ALART SHOP®

How can we make it better...?



Open discussion

What are the issues?

What are the solutions?

**How do we monitor
improvement?**

Verbal or private zoom comment to Ashley