2018-2019 Diversity Report

Mission of the A&GS Diversity and Inclusivity Council:
To foster cultural competence and proficiency among all students, staff, and faculty in A&GS, and an environment where all feel fully accepted, supported, and valued.

Activities of the council:

- The council typically has two meetings each semester, during which we coordinate our activities, and set goals. We also coordinate our activities with the diversity and inclusion councils of the National Severe Storms Laboratory and the Cooperative Institute for Mesoscale Meteorological Studies who are both located in the National Weather Center.

- A&GS Diversity and Inclusivity Council members, Petra Klein, Kari Roop, and Shelby Hill actively participated in OU’s campus wide diversity and inclusion strategy and initiatives.

- Our annual State of the College Retreat, which is held on the Friday before the first day of class in August, includes an element focused on Diversity and Inclusion. In 2018 we offered Community Building Activities. We invited Dolores Christensen, Staff Psychologist and Jamie Rubin, Doctoral Intern, PROS (Psychological Resources) from OU Student Athletics who offered a number of activities that focused on highlighting different experiences and privilege.

- We established an UG student travel award and supported 10 UG students who attended professional meetings. As an example, Star Williams (shown on the picture), an UG student in the School of Meteorology, received a travel award to present at the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) meeting and to attend the Midwest Student Conference on Atmospheric Research (MSCAR) meeting.

- We worked with OU’s Disability Resource Center (DRC) and established a policy to provide test proctoring services for students in the National
Weather Center library for students with the DRC (http://www.ou.edu/ags/about/accommodations).

- We offered a kick-off meeting for an Inclusivity Mentoring Network (more details below).
- We updated (but it is still a work in progress!) our website (http://diversity.ags.ou.edu) and included statements from each member addressing the following five questions (answers will show up when clicking on a person’s photo):
  - Fun Fact about You?
  - Why is Diversity and Inclusion Important to You?
  - How Have your Experiences Shaped Your Career?
  - What Advice Do You Have Given Your Life Experiences?
  - Describe How you Plan to Engage to Support the Council’s Mission

- A&GS Diversity and Inclusivity Council chair, Dr. Petra Klein in her role as Exec. Associate Dean has promoted and implemented detailed screening criteria and interview questions for faculty searches to assure that the qualifications of all candidates are being fairly reviewed and assessed.
- A&GS Diversity and Inclusivity Council member, Dr. Daphne LaDue leads the NSF funded National Weather Center REU program. She is very committed to increasing diversity and offering an inclusive program where all participants can succeed.
- A&GS Diversity and Inclusivity Council chair, Dr. Petra Klein attended the NSF sponsored 2-day Hearts of G.O.L.D (Geosciences Opportunities for Leadership in Diversity) bias and bystander intervention training in July 2018 in Colorado Springs.

Goals for remainder of AY 2018/19 and AY 2019/20:

- Finalize a “Code of Conduct” document that describes the expected and unacceptable behavior during A&GS and/or National Weather Center sponsored activities such as workshops held in the National Weather Center or field programs with participation of A&GS and/or National Weather Center faculty, staff, and students.
- Offer bias and bystander intervention training to faculty, staff, and students
- Develop a mentoring program for students from diverse backgrounds
- Finalize the A&GS strategic plan and specifically our Diversity and Inclusion plan.

Resources that are in place to help you meet your goals:

In FY19, A&GS allocated a budget of $10K to support diversity and inclusion activities. These funds were used to support the kick-off meeting of our Inclusivity Mentoring Network during which we had Dr. Vernon Morris form Howard University as a Guest Speaker. The event was
well attended by ~ 50 faculty, staff, and students from the A&GS and National Weather Center community.

Additionally, funds were used to sponsor a number of activities of on-campus and/or professional organizations that focus on promoting diversity and inclusion and provide outreach and recruitment opportunities for us:

- Stomp down sponsorship ($250), Big 12 Black Student Government Conference sponsorship ($250), American Indian visitation day (~$500), Quapaw STEM fair (~$600), Sponsorship of the Earth Science Women’s Network Reception at the AMS meeting ($500), and booth at the NOAA EPP/MSI 9th Biennial Education and Science Forum at Howard University.