

SEOE Diversity Statement November 2020

The mission of the School of the Earth, Ocean, and Environment (SEOE) is to be a center of innovative and integrative research and education across the broad spectrum of earth systems and human interactions with the environment. We believe that our personal and collective histories and experiences in the world shape the research questions we pose, the means we employ to answer them, and the solutions we promote. We believe, therefore, that a community of faculty, students, and staff that is more reflective of society is one that is better positioned to accomplish its academic mission.

In addressing diversity, we recognize that fields of the earth and environmental study have historically privileged white, male, and upper-class actors and associated value systems. As such, we recognize that many institutions of environmental study and advocacy have been slow to center the experiences, values, and ideas of people of color, women, LGBTQ, and those with working-class backgrounds. In the context of these broad historical inequities, the SEOE has made notable efforts to diversify our faculty. We recognize, however, that we are not where we want to be in terms of diversity and inclusion.

We are committed to increasing the diversity of our school and to doing so in a way that continues to foreground open discussion and thoughtful reflection. This includes amplifying the ideas and voices of historically marginalized groups within the curriculum that SEOE faculty teaches to better reflect the diversity of perspectives and experiences in our fields. We are committed to becoming a school where all faculty, students, and staff regardless of identity, social background, and academic rank not only feel welcome but a sense of ownership over the SEOE and its mission. Our school supports participation and leadership by any person regardless of race, ethnicity, sex, gender, gender identity, transgender status, class, age, color, religion, national origin, disability, sexual orientation, genetics, protected veteran status, pregnancy status, and childbirth or related medical conditions.

Finally, we are committed to approaching diversity and inclusion as a conscious practice that is integral to our research, teaching, and outreach.