"To be the most sought-after place to be a part of, I believe we must all move beyond thinking about diversity only and be actively inclusive. This year I will promote diversity and inclusiveness by providing and promoting training for our appointed and elected leaders to: increase awareness of our own implicit personal biases; foster safer, more welcoming, and inclusive environments for all members of our community and especially our LGBTQ family members; build teams with thought diversity because diversity is more than skin deep; and focus on aspects of inclusiveness that impact student retention and completion. One specific goal is to recognize and change the views and perceptions of the majority, especially unconscious ones. I will focus first with those in appointed and elected leadership positions who explicitly or implicitly control our power structure. I expect that they will “pay it forward” in their units and within the teams that they lead.”

“This year, I will continue to promote diversity and inclusivity in the entire Arizona Cooperative Extension System (CES). In the CES this includes challenging our leaders, faculty, and staff to fully embrace and highlight their diversity work in their programs and communities, not as a new initiative but as a core part of our normal operating proceed.”
“The Norton School of Family and Consumer Sciences seeks to provide the best advocacy, education so that we can strengthen families, communities and the marketplace. To achieve that level of excellence, we have to have the best people and be the unit of choice for all who desire to create a more just and equitable world. We give attention to creating a diverse organization that represents the society in which we live. We believe that when you create a diverse and inclusive environment, we inevitably have a better and stronger result. Our distinctive approach to diversity and inclusion is based on a belief that we each have a personal accountability for success of all. This year we will provide training and tools to help increase awareness and understanding of differences and why they matter.”

“Inclusive Excellence must be the soul of our efforts to achieve our academic mission. Our most important goal must be to strive that every student, staff and faculty member of our department feels they are part of a larger whole and believe they have been treated equitably, fairly, and with respect. Introspection and self-awareness are keys. This year I will promote diversity by insuring communication and collaboration among Nutritional Sciences and campus diversity organizations and initiatives. To begin, I will promote diversity by encouraging all members of Nutritional Sciences to attend SafeZone workshops and scheduling a "Diversity and Unconscious Bias in the Academy" presentation for the department. I will also establish and support a departmental Diversity Taskforce to develop initiatives and support Inclusive Excellence in the Department.”
Karen Schumaker  
Director, School of Plant Sciences

“This year I will promote diversity and inclusiveness by: (1) stressing the importance of our commitment to these goals with School of Plant Sciences faculty members in weekly e-mails and at faculty meetings, (2) providing links to resources available at the University (http://diversity.arizona.edu/) and at the College (https://cals.arizona.edu/about/workplace/committees/diversity; https://cals.arizona.edu/sites/cals.arizona.edu/files/documents/diversity-inclusivenessbrochure.pdf), through e-mails and on our WIKI, (3) encouraging chairs of all faculty searches to familiarize themselves with relevant information on these sites, (4) encouraging faculty to participate in relevant programs that support diversity and inclusiveness (e.g., the Arizona's Science, Engineering, and Math Scholars (ASEMS) Program, http://asems.arizona.edu/), and (5) inviting the CALS Diversity and Inclusiveness Committee to speak at a spring faculty retreat."

Bruce Tabashnik  
Head, Department of Entomology

“This year I will promote diversity by welcoming to the Entomology team all who contribute to our productivity, without regard to their race, religion, ethnicity, age, gender identification or sexual orientation.”
“As Director of the WRRC, I will continue in earnest my efforts to have all faculty, staff, and students see the WRRC as a welcome place to work and visit. This year I will promote diversity by continuing to encourage my graduate student advisees to perform to their greatest potential and take advantage of opportunities the UA and broader communities provide them. I have the pleasure of engaging with a diverse set of 10 graduate student advisees at different stages of their graduate education. Assisting them with finding internships and identifying meaningful research questions, along with connecting them to the many Water Resources Research Center partners is a priority for me. Student success paves the way for more student interest in WRRC and UA programs, along with additional opportunities to interact with leaders in the water sector. I will continue to look for opportunities to support award nominations and the initiatives of students from diverse backgrounds. I will continue to do my best to be accessible to those seeking information about studying and working at the UA.”

“This year I will promote diversity by welcoming to the Agricultural & Resource Economic team all who contribute to our productivity, without regard to their race, religion, ethnicity, age, gender identification or sexual orientation.”
“Diversity enhances creativity, and creativity enhances learning. ACBS is a shining example of diversity and inclusion amongst its faculty, staff and students. In our school, we will continue to promote diversity and inclusion by welcoming and treating everyone with respect regardless of their race, ethnicity, religion, age, gender, or sexual orientation.”

“The SWES department seeks to grow our faculty, staff and student diversity to include the range of perspectives needed in the classroom, the laboratory and the field to train the next generation of environmental system scientists and to fully engage with the region’s diverse communities”.

André-Denis Wright, PhD, AGAM, MACG
Director, School of Animal and Comparative Biomedical Sciences

Jon Chorover
Head, Department of Soil Water and Environmental Science
Stuart Marsh  
**Director, School of Natural Resources and the Environment**

“As Director of the School of Natural Resources and the Environment I will promote diversity and inclusive excellence by actively leading the SNRE community to build a diverse and welcoming environment to all regardless of race, ethnicity, religion, gender identity, sexual orientation, nationality, socio-economic status, age, or disability. I will insure that our community respects and embraces diversity by encouraging and supporting activities and conversations that promote a genuine climate of mutual respect, empathy and inclusion. My highest priority in the coming year is to secure increased diversity of our faculty so that our undergraduate and graduate students have the vitally important assistance of a more diverse group of faculty role models.”

Kevin Fitzsimmons  
**Director, CALS International Programs**

“This year I will promote diversity and inclusiveness by: 1) inviting a female colleague from Myanmar and a male colleague from Kenya to work with us here in Arizona; 2) working with Moslem students from the Middle East; 3) supporting students to continue field work in Mexico and Southeast Asia where they will have the opportunity to learn much more of other cultures.”
This year I/we in Business Services will promote diversity and inclusiveness by:

- Intentionally thinking about diversity and inclusion prior to making decisions;
- Providing time each month at the college business officer meetings for an inclusion moment to discuss implicit bias and foster greater respect of differences;
- Sharing best practices that are proven to de-bias the hiring process of the college;
- Exploring thought diversity with the CALS Business Services office by engaging in group exercises like the Thomas-Kilmann Conflict Mode Instrument;
- Publicizing and encouraging participation among the business officers and leaders of CALS at conferences such as WACUBO’s Women in Business Forum, SafeZone Training and Ally Training, and diversity workshops organized by the Office of Diversity and Inclusion and the CALS Diversity Council;
- Supporting the CALS Data Solutions Team in the creation of diversity dashboards that track the success of college-wide programs over time (employees and students), and share this information with leadership and the college at large;
- Speaking out in support of diversity and inclusion and championing the cause in our college;
- Ensuring that a diversity and inclusion statement is included in all job postings;
- Encouraging the advertisement of jobs with applicable diversity groups like women and ethnic organizations, veteran’s groups, etc.;
- Recognizing diversity awareness months – celebrating our diversity;
- Recognizing that diversity and inclusion are more than what is seen on the outside, and celebrating the diversity of our psychometric, socio-economic, military service, proficiency in languages, physical abilities, personality, etc.; and
- Holding others accountable for creating a safe environment that recognizes and nurtures our diversity.
“This year I will promote diversity and inclusiveness by attending the LBGTQ Safe Zone training and to elevate the discussions with the faculty and staff on how our disciplines either promote or discourage diversity and inclusiveness.”

“This year and throughout my tenure as department head I will promote diversity by treating all persons with respect and inclusivity without regard to their race, religion, ethnicity, age, gender identification or sexual orientation. I will strive to promote a safe community within and outside the academic unit.”