

Department of Chemistry – University of South Florida

Diversity, Equity, and Inclusion Statement

The Department of Chemistry at the University of South Florida believes that the diversity of its students, faculty, and staff is critical to its educational mission. The Department expects all of its members to contribute to an inclusive and respectful culture in classrooms, work settings, and campus events. As a department, our goal is to serve in a fair and equitable manner while embracing all dimensions of diversity, which can include sex, race, age, national origin, ethnicity, gender identity and expression, intellectual and physical ability, sexual orientation, income, faith and non-faith perspectives, socio-economic class, political ideology, education, primary language, family status, military experience, cognitive style, and communication style. We value the individual intersection of these dimensions and their expressions.

We recognize that systemic racism and discrimination have manifested themselves in higher education, including in STEM institutions and departments. We join the university and broader community efforts to work against individual and systemic racism, discrimination, harassment, intolerance, and injustice. To confirm our department's commitment to diversity, equity, and inclusion, we will work towards the goals and endeavors specified in the dynamic action plan below.

Our action plan has been broadly divided into two categories: I) Education and self-awareness around issues of social justice for faculty and staff and II) Creating and fostering a diverse and inclusive environment within the chemistry community. Our initiatives are at different stages of planning and execution; please check back for updates to follow our progress. We also welcome community feedback by contacting the departmental DEI Committee at CHMDEIC@usf.edu.

I) Education and self-awareness around issues of social justice

- A. Form a Committee of Diversity, Equity, and Inclusion (DEI) within the Department of Chemistry
- B. Establish a formal departmental service position of DEI Committee Chair
- C. Encourage the DEI Committee to work closely with the seminar coordinator to ensure diversity of speakers and programming on DEI issues
- D. Devote time during regular departmental meetings to discuss DEI issues
- E. Hold forums with students and student groups to discuss their experiences and departmental culture
- F. Make a practice of setting individual goals for specific anti-racist practices each academic year and hold each other accountable
- G. Develop pool of resources to incorporate anti-racist practices into teaching and mentoring

II) Creating a diverse, inclusive environment within the chemistry community

- A. Advise search committees for faculty and staff to ensure that new recruits are broadly representative of, and well-positioned to serve, the department's student body
- B. Advise the Graduate Student Recruitment Committee to ensure that graduate students and teaching assistants are broadly representative of, and well-positioned to serve, the department's student body
- C. Formalize and implement DEI and ethics training for all graduate students and teaching assistants
- D. Offer diverse departmental seminars – both in content and in speakers' identities
- E. Create multiple avenues for ongoing feedback from students (e.g. appointment of a DEI committee liaison for confidential feedback from undergraduate and graduate students, and/or implementation of an online feedback form)
- F. Discuss student feedback regularly in DEI Committee meetings and during departmental meetings
- G. Address DEI in courses and research groups by adding DEI statements to course syllabi and research group websites/policies
- H. Create a resource list describing best practices and guidelines for collaborative work (study groups, lab groups, etc.) that support the learning, achievement, and inclusion of all students; encourage faculty to incorporate these into course policies

Our goals are supported by several university offices and groups:

[USF Diversity Statement](#)

[Anti-Racist Resources](#)

[Office of Diversity, Inclusion, and Equal Opportunity \(DIEO\)](#)

[Campus Diversity Resources for USFSP, USFSM, and USFH](#)

[Title IX - File an Incident Report](#)

[Counseling Center](#)

[Office of Multicultural Affairs](#)

[LGBTQ+ Resources](#)

[Gender Inclusive and Single Stall Restroom Map](#)

[Office of Veteran Success](#)

[Student Accessibility Services](#)

[Resources for Undocumented Students](#)