

University of WI-Madison Center for Limnology Committee on Diversity, Equity and Inclusion Charter

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Background

This document summarizes the charge of the Center for Limnology (CFL) Committee on Diversity, Equity and Inclusion (DEI). The desire to establish such a committee emerged during a set of three workshops designed to initiate a discussion about diversity and inclusivity at the CFL during the 2015-2016 academic year. Workshop participants recommended formation of a standing committee that focuses broadly on issues affecting diversity, inclusivity, and climate at Hasler Lab and Trout Lake Station.

Mission Statement

The Committee on DEI aims to promote and support a diverse and inclusive CFL. The committee initiates actions that foster diversity, equity and inclusivity, with emphasis on representation, equity, access and belonging.

Committee makeup

The committee will include broad representation in terms of age, career stage, employment category (graduate students, postdocs, academic staff, University staff, faculty), race, ethnicity, nationality, background, gender and ability. To support continuity of efforts and multi-year initiatives, the chair for the subsequent year's committee will be selected from the current year's members.

Overarching Goals

1. To increase diversity* among undergraduates, graduate students, and staff - both at CFL itself and within the discipline of Limnology
2. To take actions to make both the physical environment and the community itself more welcoming and inclusive, particularly for new students and staff
3. To motivate other CFL committees to address diversity, equity inclusivity, and climate issues
4. To provide training and education opportunities relating to diversity, equity and inclusivity, and to assess and address new and emerging climate issues

**We consider diversity in the broadest sense to include gender, race, ethnicity, age, sexual orientation, sexual identity, religion, educational background, nationality, geographic origin, ability*