Charter Statement
Diversity, Equity and Inclusion Committee
Department of Ecology and Evolution, University of Chicago

Purpose
The purpose of the Committee is to initiate, execute, coordinate, and promote efforts to advance diversity, equity and inclusion in our department, our university, and the scientific community. Through actions and advocacy, the Committee seeks to make our department a vibrant scientific community in which research, education, training and outreach are strengthened by the expression of diverse perspectives and approaches. We also hope to contribute to advancing justice and equity at the University of Chicago, in the scientific fields of ecology and evolution, and in the larger society.

We will work continually to:

- Increase the diversity of identities and backgrounds at all levels of our department by recognizing and counteracting biases that affect outreach, recruitment, mentorship, education, and research.
- Foster an inclusive environment in our department that celebrates scientists and students of every identity and background and supports the expression of this diversity.
- Empower all members of our department to work together to build a diverse, equitable, and vibrant scientific community.

Scope
A vast number of people have been excluded from science – or their development and advancement within science has been hindered – because they are members of systemically subjugated groups based on race, gender and sexuality, ethnicity, country of origin, socioeconomic class, and disability. The Committee’s mission is to improve diversity and equity in our department and create an inclusive environment along all these dimensions of human identity, culture, experience.

Membership
The Committee is composed of faculty, graduate students, and postdoctoral scientists associated with the Department of Ecology and Evolution at the University of Chicago. Each group may select up to 5 members to serve at any time. Each year, the Committee will inform all department members of the opportunity to serve on the Committee. The selection process will be determined by each group but must include all members of the group and be reported to all members of the department annually.

Operations
All members will abide by the Committee’s Code of Conduct. Meetings will be held on a monthly or more frequent basis during the academic year. Non-members affiliated with the
department are welcome to attend, provided they abide by the Code of Conduct. The Committee will hold an annual meeting to address the state of DEI in the Department, in which all department members are invited to review the Committee’s activities and discuss ideas for future work. The Committee will keep minutes of its meetings, which will be available to all department members.

The Committee will use a structured process of consensus-based decision making by its members. Each year the Committee will appoint one student and one faculty member to serve as meeting co-facilitators and one member to serve as Secretary.

The Committee will maintain an active website to update the department on Committee activities, provide access to resources and information to support all members of the department, and celebrate and promote diversity in science.

Approved by the Committee, February 2021