

INCLUSION, DIVERSITY, EQUITY, & ACCESSIBILITY (IDEA) ACTION PLAN

Goals/Actions

**GOAL 1: Foster an organizational culture focused on inclusion and equity**

**1.1. Align WI Strategic Plan with IDEA Action Plan**

Incorporate IDEA goals and criteria into Water Institute vision, mission, core values and goals.

**1.2. Communication strategy**

Develop and communicate internally and externally a justice, equity, inclusion, and diversity statement and zero-tolerance anti-discrimination policy

Incorporate more inclusive images on website and other communication outlets

Review language on website and in all communication outlets to ensure it is inclusive and anti-discriminatory

Actively highlight the research, teaching and extension programs of Water Institute faculty, students, and collaborators from underrepresented groups through Water Institute listservs, spotlights, and social media

Follow underrepresented scientists and their organizations/movements on social media and amplify their voices

**1.3. Training and development**

Ensure Water Institute staff complete implicit/unconscious bias, and other diversity and inclusion trainings

Establish a dedicated staff member to be the main point of contact with other UF diversity officers and monitor implementation of IDEA action plan

**1.4. Build partnerships and synergies**

Develop partnerships with UF's chapter of the "Minorities in Agriculture, Natural Resources and Related Sciences", and other similar UF organizations for underrepresented groups, to inform and support our IDEA Action Plan

Collaborate closely with other UF academic units to increase the impact of the Water Institute IDEA Action Plan and to promote the recruitment, mentoring and retention of underrepresented water-related faculty and students

Determine how IDEA practices throughout the university affect the implementation of the Water Institute IDEA Action Plan and create synergies for improvement

Build relationships with water-related faculty, Centers and Institutes at Florida Agricultural and Mechanical University (e.g. Center for Water Resources, Center for Environmental Equity and Justice, Sustainability Institute)

**Goal 2: Increase representation and equitable participation in Water Institute research, education, extension, and outreach programs**

Revise and improve the process for recruiting, selecting and facilitating faculty and student participation in Water Institute awards, programs and committees to increase participation of underrepresented groups (e.g. Faculty Fellows Program, Water Institute Graduate Fellows Program, Water Institute Coordinated Projects, Water Institute Symposium and Seminar Speakers, Water Institute Faculty Advisory Board, Hydrologic Sciences Academic Concentration Coordinating Committee, Water Institute Symposium Committee, etc.)

Sponsor Symposium and seminar speakers that conduct research or other programs aiming to increase diversity, equity, accessibility, and inclusion in water-related sciences

Seek sponsorships to support participation and attendance of underrepresented groups in the Water Institute Symposium and other Water Institute sponsored events.

Seek funding and collaboration to develop a water pipeline for summer undergraduate research experiences

**Goal 3: Promote accessibility: Create a barrier-free and accessible environment for all events and projects**

Create synergies with the Office of Conferences and Institutes to increase accessibility of the Water Institute Biennial Symposia

Establish accessibility guidelines for WI sponsored seminars, lightning talk series and similar events (online and in-person)

Revise Water Institute managed websites for accessibility features

Include considerations of accessibility in WI coordinated/sponsored projects

**Goal 4: Promote research, education and extension/outreach programs that benefit people from underrepresented and/or marginalized groups**

Seek externally funded grants that focus on water-related inclusion, diversity, equity, and access topics, including those that directly benefit people from underrepresented and/or marginalized groups.

Promote the inclusion of broader impacts that directly benefit people from underrepresented and/or marginalized groups in Water Institute proposals for external funding

Note: Because affiliation with the Water Institute is through voluntary registration, we have little influence over two of the major tools to increase diversity: recruitment and retention of faculty and students. Thus, this Action Plan focuses on ways we can increase representation and equitable and accessible participation in Water Institute programs, projects, and events (including research, education, extension, and other outreach programming) and engage in research that benefits underrepresented and/or marginalized groups.