

## **University of Georgia Department of Geology Belong, Accessibility, Justice, Equity, Diversity, and Inclusion (BAJEDI) Statement**

The Department of Geology is committed to advancing belonging, accessibility, justice, equity, diversity, and inclusion (BAJEDI) across our department and departmental activities. We value and celebrate the contributions of individuals from all backgrounds and walks of life. Diversity enhances the quality of our research, teaching, and engagement with society, and our commitment to DEI is integral to our pursuit of excellence. Our collective commitment to diversity ensures that our department is a welcoming place for all.

**Diversity:** We affirm that diversity encompasses a range of identities, including but not limited to race, ethnicity, gender, sexual orientation, socioeconomic background, disability, nationality, religion, and age. We are committed to increasing the representation and visibility of underrepresented groups within our department and in the broader field of geology.

**Equity:** We are dedicated to providing equitable resources and opportunities for all members of our department. We strive to eliminate barriers that hinder the advancement and success of individuals from marginalized or underrepresented backgrounds. We acknowledge that historical and systemic inequalities exist within our field and actively seek to address them.

**Inclusion:** We are committed to creating an inclusive environment where everyone is valued, respected, and empowered to contribute their unique perspectives and talents. We actively foster an atmosphere of collaboration, open communication, and mutual respect among all who call the Department of Geology their academic home.

### **Our Actions:**

1. **Recruitment and Retention:** We actively recruit and retain individuals from diverse backgrounds and recognize the importance of representation at all levels within our department.
2. **Curriculum and Research:** We incorporate diverse voices, perspectives, and experiences into our curriculum, research, fieldwork, and departmental activities. We create inclusive learning experiences that reflect the global geology community.
3. **Professional Development:** We provide opportunities for professional development and resources that support the growth and advancement of everyone.
4. **Harassment-Free Environment:** We have zero tolerance for harassment, discrimination, and any form of bias. We provide clear channels for reporting incidents and ensure that those reporting in good faith are protected from retaliation.
5. **Cultural Competency:** We participate in ongoing training and education to enhance our cultural awareness to cultivate a more inclusive atmosphere for everyone.
6. **Collaborative Partnerships:** We collaborate with organizations and institutions that share our commitment to diversity, equity, and inclusion in geology and related fields.

**Accountability:** We pledge to regularly assess our progress, learn from our experiences, and adapt our strategies to ensure that our department culture is increasingly diverse, equitable, and inclusive.

By embracing diversity, equity, and inclusion, the Department of Geology at the University of Georgia aims to contribute to a more just and equitable society. We also seek to advance the field of geology through the collective efforts and contributions of all individuals.

*Date: 9/29/2023*