

## Sustainable Development Program DEI&J Action Plan

### Introduction

The Undergraduate Program in Sustainable Development is committed to anti-racism and to fostering a community that is diverse, equitable, and inclusive for all students, alumni, faculty, and staff. From the perspective of our program specifically, anti-racism is especially pertinent because the pursuit of equity is bound with the pursuit of sustainable development. Solutions for sustainable development, both at home and abroad, must address systemic injustices that leave many of the most vulnerable to bear the greatest costs from the economic, environmental and social impacts of climate change.

The program is pursuing measures to improve diversity among its faculty, students, and staff, as well as to integrate equity concerns in its curriculum and programming. Below you will find more information on our efforts to date, as well as our plans for moving forward.

We also invite you to share ideas for courses or initiatives with the program staff.

### Program Contacts

Cari Shimkus, Senior Program Manager ([ces2222@columbia.edu](mailto:ces2222@columbia.edu))

Natalie Unwin-Kuruner, Associate Director of Education ([nau2101@columbia.edu](mailto:nau2101@columbia.edu))

### Background

<b>July 2018</b>	The program conducted a comparative analysis with other schools/programs in Columbia, and STEM programs in other universities, in order to assess faculty and student demographics. Findings were published in <i>New Directions for Teaching and Learning</i> : <a href="https://onlinelibrary.wiley.com/doi/abs/10.1002/tl.20378">https://onlinelibrary.wiley.com/doi/abs/10.1002/tl.20378</a>
<b>May-June 2020</b>	Engaged in internal conversations about how to be more inclusive, support systemic change, and promote anti-racism.
<b>July- November 2020</b>	Surveyed students and alumni to better understand the current climate and identify specific areas for improvement.
<b>December 2020</b>	Formed a Diversity, Equity, Inclusion and Justice working group with representation from students and alumni. The working group organized a listening session, and developed draft background documents to inform attendees. The group also identified 6 focus areas for further discussion/action: <ol style="list-style-type: none"><li>1. Curriculum</li><li>2. Programming</li><li>3. Increase Representation</li><li>4. Careers, alumni networking and mentoring</li><li>5. Culture</li><li>6. Staff and faculty education</li></ol>
<b>February 2021</b>	Held a listening session with students and alumni. The goal was to hear from the community and prioritize which of the 6 focus areas to address first. The consensus was that curriculum and staff/faculty education were paramount.

<b>March 2021</b>	SDEV program directors and staff met with the faculty at the Spring 2021 meeting, to update them on the DEI&J initiative and communicate program goals of integrating environmental justice, equity and anti-racism into relevant courses. Faculty expressed interest in continuing the conversation and engaging in a more formal curriculum discussion.
<b>April 2021</b>	<p>The program surveyed SDEV faculty to collect information about:</p> <ul style="list-style-type: none"> <li>• whether and how faculty are already incorporating environmental justice, equity, or anti-racism topics into their courses;</li> <li>• resources that can be shared more broadly amongst faculty who wish to incorporate these topics;</li> <li>• ideas for new environmental justice courses and faculty to teach them;</li> <li>• availability for a broader curriculum discussion in Summer 2021</li> </ul>

### Next Steps

<b>Focus Area</b>	<b>Activity</b>	<b>Deadline</b>
<b>Curriculum</b>	Analyze faculty survey results	May 2021
	Survey existing courses at the University that address these topics and consider for inclusion in the SDEV curriculum	June 2021
	Plan and hold curriculum discussion	July/August 2021
	Implement new Climate & Civilization joint major with DEES	Ongoing
	Assess opportunity and need for new courses	Ongoing
<b>Faculty/Staff Education</b>	Research options for (mandatory?) anti-racism and inherent bias trainings for staff & faculty	June 2021
	Schedule training for AY2021-2022	August 2021
<b>Programming</b>	Integrate better diversity into the Speaker Series	Ongoing
<b>Increase Representation</b>	Identify on-campus student groups and offices to expand engagement in events, student outreach, etc.	Ongoing
	Incorporate diversity & representation into selection of Teaching Assistants	Ongoing
<b>Careers, alumni networking and mentoring</b>	Participate in creation of an EI Alumni Network of Color	Ongoing
	Explore formalized student mentorship program with SUS-D	Ongoing