

Cultivating a welcoming community within the MSU Department of Entomology

Diversity, Equity and Inclusion (DEI) are important, interdependent components of everyday life in the Department of Entomology and are critical to our pursuit of academic excellence. To that end, the Department maintains a standing committee devoted to DEI with members who represent the perspectives of regular faculty, fixed-term faculty, academic specialists, staff, research associates, and students.

For the Department of Entomology, **Diversity** includes characteristics of race, age, ethnicity, gender, sexual orientation, gender identity, gender expression, religion, national origin, migratory status, disability/abilities, political affiliation, veteran status, family status and socioeconomic background. It also includes differences in lived experience, ideas, thoughts, values and beliefs. Embracing differences make us better learners, teachers, leaders, scholars, researchers, extension educators, employees and students. This is operationalized by embedding equity in all of our structures and practices.

Equity requires providing justice, fairness and access to opportunities and resources for all members of the department. In creating and sustaining a climate where equity and mutual respect are intrinsic, we are nurturing a success-oriented, cooperative and caring department where we attract and retain people and partners who feel comfortable contributing their unique wisdom, perspectives and experiences.

To be **Inclusive** is to respect everyone, value differences, acknowledge the impact of differences and to capitalize on those differences by drawing on the intellectual strength that produces innovative solutions from the synergy of our people. Our aim is to foster a culture where every member of the Department of Entomology feels valued, supported and inspired to achieve individual and common goals.

Foundational Principles

- In keeping with the responsible pursuit of our land grant mission, we acknowledge that our work takes place on Indigenous lands and in Indigenous spaces. Within the Great Lakes region, the Department of Entomology resides on the ancestral, traditional, and contemporary Lands of the Anishinaabeg—Three Fires Confederacy of Ojibwe, Odawa and Potawatomi people. The Department of Entomology is committed to affirming Indigenous sovereignty, histories, perspectives, experiences and knowledge.
- Our discipline has not been historically and is not currently representative of the diversity of perspectives and backgrounds that make up Michigan, our nation and our world.
- The future of our discipline depends on our ability to incorporate emerging, as well as historically marginalized people and perspectives into our science, our teaching, and all of our work to meet current and future challenges.
- As individuals, we all carry our identities into our personal and professional interactions. We encourage our community members to seek out opportunities to learn from those with perspectives different from their own.
- All of our work relies on our individual and institutional ability to build authentic and trusting relationships and partnerships across all aspects of human differences.

- The capacity to create inclusive environments is a professional leadership skill and we strive to provide opportunities for our professionals to develop those skills.
- The processes the Department of Entomology utilizes to admit, grade, recruit, hire, retain, evaluate and grant continuing status and/or tenure to our faculty staff and students are opportunities to embed principles of equity in our structures.
- The skills required to create and sustain inclusive environments and to work in diverse environments are vital to the success of our graduates in the future of entomology as a profession.
- As a department we recognize the need for continual improvement and ongoing conversations about diversity, equity, and inclusion. Because of that we maintain a standing departmental committee comprising members of various academic levels and backgrounds regularly meeting to discuss and develop climate and diversity issues and initiatives.

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