

Dept. of Environmental Sciences Plan to Action

The Department of Environmental Sciences joins in solidarity with our Black community of students, staff, and colleagues to strongly condemn racism. As a department, we pledge to continue our work implementing policies aimed at advancing equity and inclusion in our community by:

- 1) Protecting the academic performance of our students by recognizing these are extraordinary times and that our students have been thrust into an untenable situation. We support grade flexibility and accommodation during Spring 2020 for all impacted students. Examples of possible actions may include:
 - a. extending deadlines for assignments
 - b. making final exams "no-fault" - meaning that the score cannot lower the final grade of the student but could improve the grade
 - c. being generous with allowing students to receive an incomplete
 - d. allowing certain assignments or tests to be weighted differently in grade calculations
- 2) Immediately implementing a taskforce (Drs. Sam Ying, Pete Homyak, and Roya Bahreini) designed to listen and help identify strengths and weaknesses in our department, gather thoughts from our students and faculty, and help inform further departmental action.
- 3) Strengthening our Committee for Diversity and Inclusion and their participation in student admission and faculty hiring committees. This will be accomplished through:
 - a. Continuing to support training that addresses racism and bias in the recruitment process of students and faculty.
 - b. Direct communication with UCR's Office of Diversity, Equity, and Inclusion during the recruitment process.
 - c. Advertisement of positions through organizations in STEM, whose mission is to broaden the diversity of the scientific workforce.
- 4) Increasing awareness of systemic racism and a call to action by especially asking our community to engage with these resources:
 - a. [Anti-racism resources](#). A place to learn about these systemic issues
 - b. Organizations in need of support: [Black lives matter](#), [L.A. bail and medical support](#), [split donation to many organizations fighting systemic racism](#).
- 5) Recognizing this list is incomplete and, therefore, welcoming additional recommendations aimed at advancing equity and inclusion in our community.
#Blacklivesmatter

Please refer your questions to Samantha.ying@ucr.edu, phomyak@ucr.edu, and Roya.bahreini@ucr.edu. In solidarity,
UCR Department of Environmental Sciences