

Central Arizona-Phoenix Long-Term Ecological Research Program

Diversity and Inclusion Plan

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As an urban social-ecological research program, CAP studies the places where people live, work, and play. This situation presents us with exciting opportunities, but also with unique responsibilities. To meet these opportunities in responsible ways, we actively foster sensitivity and awareness in the CAP community about the multiple facets of diversity encountered in the Greater Phoenix region every day. We are committed to enhancing and sustaining diversity among all participants in the CAP scientific endeavor. We recognize that diversity includes, but is not limited to, race, nationality, ethnicity, gender, age, sexual orientation, gender identification, language, religion, disability or health status, socio-economic status, veteran status, and geographic origin. *Our diversity goal is to maintain an environment that is open to all, and where individual differences are understood and valued and are integral to our collective empowerment as a scientific and academic community.* Since our research mandate links the social dimensions of how people experience and are part of the urban ecosystem, it is also important to be sensitive to diversity and to be inclusive in the conduct of our research. In particular, in working with local decision-makers, community leaders, and community members, we will strive to develop an understanding of their perspective, and we will seek to incorporate their unique knowledge into our work.

In CAP IV, we are strengthening our commitment to diversity and to providing opportunities for women and underrepresented minorities in all aspects of our research enterprise. Our 20-strong leadership group includes nine women, three LGBT members, and one Hispanic member. We continue to benefit from the ESA's SEEDS Partnerships for Undergraduate Research (SPUR) Fellowship Program as a recruitment vehicle for our REU Program; we endeavor to provide REU support to as many under-represented students as possible. We have worked and will continue to work with the Western Alliance to Expand Student Opportunities (WAESO) program (representing several western universities), which funds faculty to recruit underrepresented minority students (undergraduate and graduate) to collaborate on research projects. Several CAP scientists are based at ASU's West Campus, which is primarily undergraduate and is home to a NSF-funded Research in Undergraduate Institutions (RUI) program. The ASU West student population is highly diverse: nearly half are minority, first-generation, or non-traditional students. Undergraduate research experiences of all kinds provide an excellent pipeline into CAP-related graduate programs, and we actively recruit minority students with this pipeline. Faculty hiring is not within the direct purview of CAP, but our faculty scientists are fully cognizant of the importance of diversity in hiring decisions made by their respective academic units.

ASU's reputation for inclusion and diversity is also strong; notably, ASU has more Native American students than any other institution of higher education in the U.S., including the entire University of California system. ASU's student body is 48.2% non-white and more than 50% of the 7000+ new freshmen that started at ASU in Fall 2017 are minority students. With a total enrollment of more than 100,000 students, our University provides a large minority population from whom we strive to actively recruit new participants with each new class that arrives at ASU.