



INTRODUCTION

- The Department of Animal and Avian Sciences (ANSC) at the University of Maryland is committed to providing student education, fostering discovery through research, and promoting the sustainable growth of Maryland's animal industries within a departmental environment and climate that values the tenets of diversity, equity, inclusion, and respect (DEIR).
- Members of the DEIR Committee: Charlie Apter, Andrew Schiffmacher, Victoria Pearlman, Akanksha Hada, Tamseel Fatima, and Younggeon Jin.

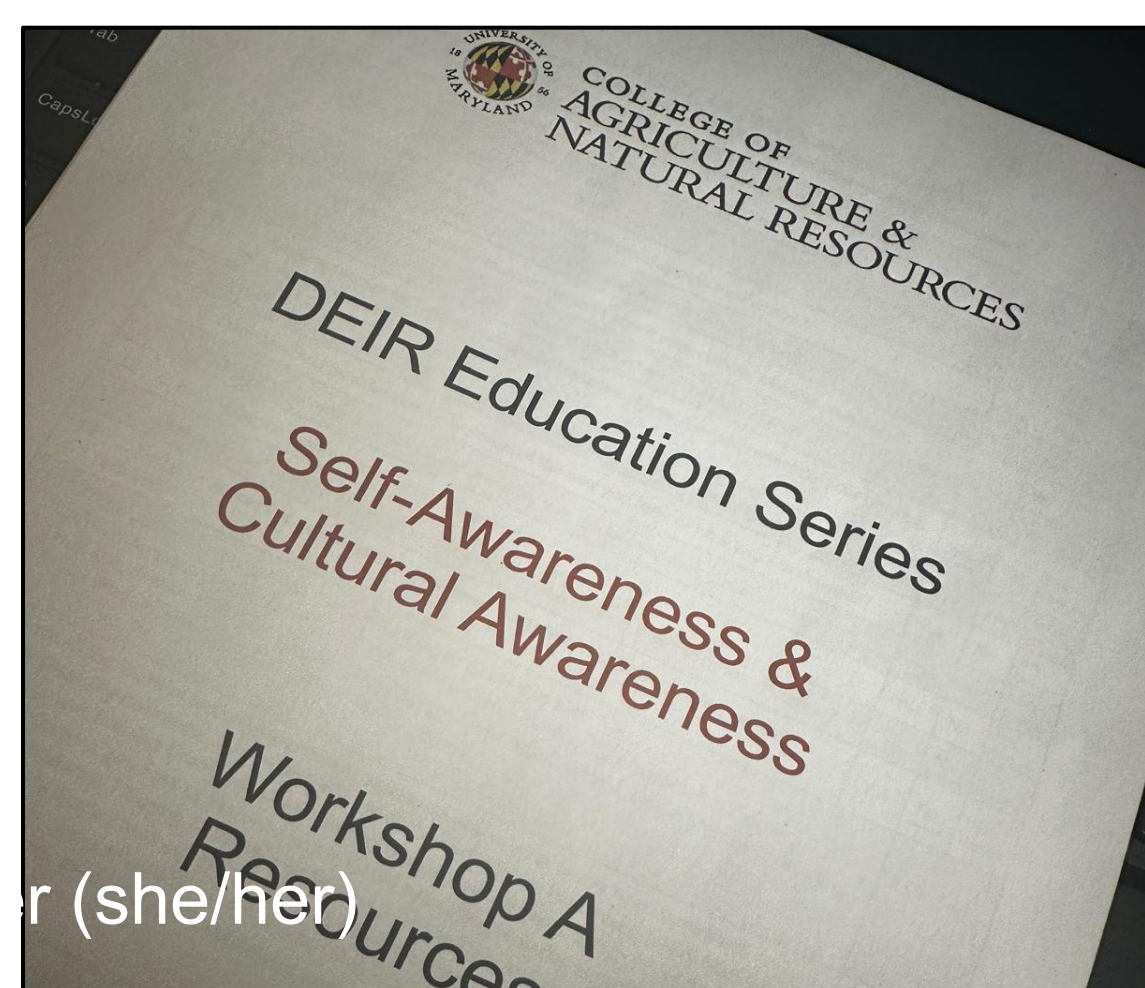
STRATEGIC PLAN

- The ANSC DEIR strategic plan is not expected to be static or written-in-stone document. Instead, the plan is evolving as ANSC integrates DEIR principles into its research, teaching, and extension activities. The DEIR ANSC Committee proposes the following activities to work towards:
 - **GOAL 1– CULTURE:** Develop a departmental environment and climate that fosters diversity, equity, and inclusion with respect for all.
 - **GOAL 2– PEOPLE:** Recruit, retain, and develop a diverse community within DEIR (faculty, staff, students).
 - **GOAL 3– PROGRAMS:** Provide programs to underserved, under-represented, and/or socially and economically disadvantaged audiences (through partnerships and knowledge sharing). *Under development.*
 - **GOAL 4– SUPPORTS:** Encourage ANSC engagement in activities beyond the department. *Under development.*

OUR ACTIVITIES

Departmental Seminar/Workshop Series:

- The DEIR Committee invited AGNR Diversity Officer Amanda Shaffer to conduct a diversity-focused workshop titled "THE SELF: Self-Awareness & Cultural Awareness." This April session was the first of six-sessions of [DEIR Education curriculum](#) and covered topics such as implicit bias, cultural identity, and cultural humility.
- The committee is currently planning subsequent workshops to ensure that our department can progress through the entire curriculum and earn our certification at the end.



ANSC Push Pin World Map (Lounge near Room 1150):

- The DEIR Committee introduced the ANSC Push Pin World Map (located in the lounge near Room 1150) as a vibrant initiative to showcase the diverse origins of our department members.
- We invite everyone to participate by placing a pin to mark their hometown. This activity celebrates the unique cultural backgrounds within our department, promoting greater appreciation and understanding of our varied heritages. We encourage all members to participate, helping to foster a more inclusive and welcoming community.



Development of DEIR Strategic Plan and Website:

- The committee developed a strategic DEIR plan and a dedicated [DEIR website](#) for ANSC to further embed these values within our departmental operations and communications.
- The website has an DEIR Suggestion Box! This form enables you to interact with the ANSC DEIR Committee (anonymously if preferred) and provide suggestions or comments.

Departmental Learning Outcome:

- ANSC recently adopted a new DEIR-focused learning outcome that states our graduates will be able to analyze how race, culture, economics, ability/ disability, and gender have shaped, and are shaped, by animal science-related industries. They will also be able to propose strategies to make these industries more fair, equitable, and inclusive. We assessed our progress on achieving this learning outcome for the first time.

Undergraduate Office climate survey for students:

- A [DEIR departmental climate survey](#) was administered to our upper-level students to measure 1) the extent to which we are creating a safe, equitable, inclusive and fair college experience, and 2) their knowledge, skills and attitudes around DEIR. This table details our survey results. (Likert scale: 0=No opinion, 1=Strongly disagree, 2=Disagree, 3=Somewhat disagree, 4=Sometimes agree/disagree, 5=Somewhat agree, 6=Agree, 7=Strongly agree).

Climate Survey Question	Average	Median
I feel like I belong in the department of Animal Avian Sciences.	5.85	6
Other people I know who are majoring in ANSC feel like they belong here.	5.77	6
ANSC instructors are committed to supporting diversity, equity, inclusion, and respect between students, faculty, and staff members.	6.24	7
The ANSC undergraduate office staff are committed to supporting diversity, equity, inclusion, and respect between students, faculty, and staff members.	6.32	7

Undergraduate Study Abroad Experience:

- This spring students traveled with Dr. Kohn to the Dominican Republic where they met with farmers, rural leaders, and environmental and agricultural experts and interviewed community leaders on issues related to agroecology, food sovereignty, rural development, ancestral and modern farming practices, peasant seed production, climate and environmental justice, dignity for migrants and workers, land, water and territorial rights, peasant rights, and international solidarity.



OPPORTUNITIES FOR DEIR-RELATED AWARDS AND FELLOWSHIPS

- **American Physiology Society**
 - Martin Frank Diversity Travel Award
 - Porter Physiology Development Fellowship
- **FASEB CARES:** Financial support to alleviate burdens associated with caregiving, enabling researchers to continue their scientific training, professional development, and career progression. (for researchers at FASEB member societies)
- **American Association for Anatomy (AAA)**
 - Dissertation Completion Award (for grad students)
 - Excellence in DEI Award
 - Undergrad Eureka Award
- **American Society for Cell Biology (ASCB)**
 - David Burgess Award
 - Excellence in Research by a Historically Excluded Person
- **American Association of University Women Fellowship/ Grants**
Several fellowship and scholarship opportunities are available for women from diverse backgrounds that are pursuing graduate level education.