



## Proactive Action Subcommittee

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Guided by the Department of Ecology and Evolutionary Biology's [Statement of Values](#), the Proactive Action Subcommittee of the Department's Wellness Committee actively works to create a more diverse, equitable and inclusive community by removing systemic barriers to access and participation in education, research, financial and mentorship support, and the social environment.

The goal of the subcommittee is to develop, deliver and act on informed, intentional and specific programming including reviewing departmental policies, hosting education initiatives, facilitating conversations, and creating resources for use in labs and classrooms.

### 2020-2021 Objectives

Each year, the Subcommittee identifies 2-3 key areas of action.

For the 2020-2021 academic year, we identified 1) accessibility and disability 2) anti-Black and anti-Indigenous racism and 3) the ongoing legacy of eugenics, colonialism and racism in ecology and evolutionary biology.

To address these issues, we will:

- i. Develop a plan to make the Department more accessible to individuals with disabilities, by:
  - a. Consulting with experts in the fields of equity and accessibility;
  - b. Consulting with individuals in the Department;
- ii. Hosting visiting scholars with expertise in anti-Black racism, anti-Indigenous racism, and the history of eugenics in ecology and evolutionary biology to:
  - a. Give [Departmental Seminars](#)
  - b. Host workshops and/or discussions about their work
- iii. Drawing upon the expertise shared by visiting scholars to develop a list of recommendations for the Department to:
  - a. Actively address anti-Black racism and anti-Indigenous racism in the Department
  - b. Confront, and work toward dismantling, the legacy of eugenics in our fields of study