

EBIO JEDI Committee Statement on DEI Graduate Credit Requirement (November, 2023)

1) Background

EBIO graduate students who started in 2020 or after are required to complete credits in Inclusive Excellence as defined by CU Boulder [here](#), 1 for MAs and 2 for PhDs. Students who entered the program before this time are encouraged to fulfill these credits as best practice. This statement is to clarify how these requirements can be met, share how the JEDI committee will evaluate proposed credit-earning activities, and provide specific examples of activities that would fulfill these requirements.

2) Courses that currently meet the requirement and do not require JEDI committee approval

- 1) EBIO 5190 Diversity in STEM seminar (1 credit, which can be taken more than once and counts toward the two required graduate seminars)
- 2) ENV5 5100 Inclusive Pedagogy (2 credit)

3) DEI credit courses that would require JEDI committee approval

- 1) **EBIO 5190** Diversity in STEM seminar (**2 credit version**): Students enrolling in 5190 for one credit may be approved for a “2 credit” version by submitting a short written proposal (between 1/2 and 1 page in length) to the JEDI committee that outlines an activity/project that meets JEDI committee DEI credit approval criteria (see below)
- 2) **EBIO 7840, EBIO 5840, EBIO 8840, EBIO 6840** Independent Study/Research, graduate level (1-6 credits). Independent study/research credits can be used to meet the DEI credit requirement. To do this, students enrolling in 7840/8840 (doctoral students) or 5840/6840 (masters students) should submit a short written proposal (between 1/2 and 1 page in length) to the JEDI committee that outlines an activity/project that meets JEDI committee DEI credit approval criteria (see below). After receiving JEDI committee approval, the student should submit a Graduate-Level Independent Study/Research form.
 - PhD students do not have an independent study/research limit overall.
 - No more than 25% of the minimum departmental credits required for the degree can be independent study/research hours for MA students. Credits in excess of 25% may require written justification submitted to the Graduate School upon application for admission to MA candidacy.
- 3) **Courses, workshops, and credentials in other divisions and departments.** A range of courses that would meet the EBIO DEI credit requirement are offered at CU Boulder. For example, the Center for Teaching and Learning (CTL) has several options listed [here](#). The School of Education and Department of Anthropology ([here](#)) also have a range of DEI-credit eligible courses.

4) JEDI committee DEI credit approval process

The JEDI committee supports and encourages creative and impactful ways for students to fulfill this credit requirement. Our goal is to provide quick, transparent, and fair evaluation and feedback of possible DEI credit-earning courses and activities proposed by students.

New DEI-credit eligible courses: If a student has identified a likely DEI-credit eligible course offering that is not currently listed here (i.e. EBIO 5190 or ENV5 5100), they should contact the JEDI committee with the syllabus. The JEDI committee will then review the syllabus to determine if the course fulfills DEI-credit criteria. Our goal is a turnaround time of between 1-5 days.

Independent study/research projects: The student should provide a short activity/project proposal (chair: Dan Medeiros: medeirosd@colorado.edu). The committee will then quickly evaluate the course, or submitted proposal, based on the criteria below. Our goal is a turnaround time of between 1-5 days.

5) DEI-credit eligible independent study/research project approval criteria with examples

The broad criteria for the EBIO DEI credits is that they promote Inclusive Excellence as defined by CU Boulder [here](#). The JEDI committee envisages that there will be many ways to achieve these broad goals. Some examples of activities/projects that could be used for EBIO 5190 or EBIO 7840/5840 credit include;

1. Authoring a DEI-related thesis dissertation chapter on a topic such as Inclusive Pedagogy
2. Mentoring an undergraduate or high school student from a minoritized group on a research project. The research project could be part of a course the graduate student is taking or TAing, or directly related to the student's thesis project. The mentorship could be through REU (Research Experiences for Undergraduates) or REU-like programs with a DEI component.
3. Community outreach project that is likely to reach groups underrepresented in STEM
4. Producing scholarly work on JEDI issues in the field, e.g., <https://esajournals.onlinelibrary.wiley.com/doi/full/10.1002/bes2.1742>
5. Leading a well researched/designed workshop/session on a JEDI issue at lunch and learn
6. Leading projects in collaboration with JEDI groups on campus, like CU Cafe, SEEDS, oSTEM, STEM Routes (e.g., leading a field trip, organizing a panel).
7. Presenting or leading a session at CU's Diversity and Inclusion Summit

6) Guidelines for Proposals for DEI-credit eligible activities/projects (EBIO 5190, EBIO 7840/5840, EBIO 8840/6840)

Proposals should be between 1/2 and 1 page long. They should clearly and succinctly describe how the activity or project meets Inclusive Excellence goals and the timeline and logistics of the project. Once approved, the proposals will be used to evaluate completion of DEI credits for EBIO 5190 or EBIO 7840/5840 at the end of the term. Important issues to be addressed in the proposal include:

- What is the deliverable? E.g.. Presentation, written document, programmatic, webpage, app. etc?
- Who is the audience? E.g. Faculty, staff, K-12 students, undergraduate students, graduate students, community members, combination?
- Who benefits from the deliverable?
- What area(s) and which JEDI issue(s) is it addressing? E.g. Race, (Dis) Ability, Neurodivergence, Gender Identity, LGBTQA+ Identities, other historically marginalized identities, combination.
- Anticipated timeline

7) Determining earned DEI course credits

Students completing a DEI-credit earning activity or project for EBIO 5190, EBIO 7840/5840, or EBIO 8840/6840 will submit a short (1/2 - 1 page) report by the last day of final exams to a JEDI committee member via email. The report will describe the main outcomes of the project, how the project fulfilled the goals stated in the proposal, and also describe any unforeseen challenges and alternate approaches used. This short report will be used by the JEDI committee to determine if DEI credits will be awarded for EBIO 5190, EBIO 7840/5840, or EBIO 8840/6840.