

## **CNR DEI Vision Statement**

The University of Idaho College of Natural Resources (CNR) strives to embody the University of Idaho's land grant mission, including its commitment to Equity, Diversity and Inclusion.

CNR joins the University in defining these terms as follows. **Equity** is the guarantee of fair treatment, access, opportunity and advancement for all students, faculty and staff while striving to identify and eliminate barriers that have prevented the full participation of some groups. **Diversity** describes psychological, physical and social differences that occur among all individuals. **Inclusion** is the act of creating involvement, empowerment and environments in which any individual or group is welcomed, respected, supported, valued and able to fully participate.

CNR recognizes the importance of increasing and maintaining the diversity of its student body, faculty, and staff to achieve U of I's land grant access mission and to support long-term, sustainable success of natural resources fields. Creating an inclusive environment and striving for inclusive excellence will foster success for the College, its programs and its members, both academically and professionally. These efforts support the basic right of all members of the College to feel included in the community. The College seeks to apply thoughtful, intentional and consistent effort to mitigate historic social inequities. The College acknowledges that becoming a more inclusive and diverse organization is not rooted in a single idea, program, initiative or plan, but that a suite of evidence-based actions, thoughtfully developed and operationalized, with consistent effort and evaluation are required for substantive, long-term progress in these areas.

The CNR Diversity, Equity and Inclusion committee aims to deepen knowledge of the effects of discrimination on the participation and retention of diverse and marginalized people in natural resources research, employment and education. The College of Natural Resources is dedicated to maintaining and building upon our legacy of strong tribal partnerships. CNR aspires to provide opportunities for students and faculty of diverse identities to learn about and interact with natural resources and the environment in some of the most unique classrooms in the country.