**ENS DEI Goals & Objectives**

1. **Cultivate a diverse, equitable, and inclusive community**
   1. Develop and implement inclusive policies and practices to ensure all individuals feel valued, respected, and included and are being treated equitably within the ENS community.
   2. Recognize and celebrate the diversity of the ENS community through events, speakers, and initiatives that highlight different cultures, identities, strengths, and perspectives.
   3. Promote representation of underrepresented groups (e.g., racial/ethnic minorities, LGBTQ+ individuals, individuals with disabilities, first generation college students) among students, faculty, and staff in ENS.
2. **Enhance ENS curriculum and learning opportunities related to social justice, anti-racism, and cultural diversity** 
   1. Provide resources and support for faculty to incorporate inclusive, equity-minded, teaching and mentoring practices and create an inclusive learning environment for all students.
   2. Facilitate ongoing diversity, equity, and inclusion training for faculty, staff, and students to promote awareness, understanding, and skills (e.g., cultural competency).
   3. Encourage instructors and provide examples on how to integrate elements related to diversity, equity, and inclusion into their courses.
   4. Integrate diverse perspectives and voices into the curriculum to reflect the experiences and contributions of diverse populations.
3. **Promote research and scholarship on DEI**
   1. Encourage and support research initiatives that explore issues related to diversity, equity, and inclusion in ENS.
   2. Recognize and celebrate faculty and student contributions to DEI research and scholarship (awards, publications, and presentations).
4. **Enhance student engagement and support**
   1. Foster student leadership, advocacy and peer mentoring by empowering students to take an active role in shaping policies, programs, and initiatives related to diversity, equity, and inclusion.
   2. Incorporate student feedback into decision-making processes and program development to ensure that student voices are heard,valued, and integrated within the school community.
   3. Establish student-focused DEI programming and events that promote dialogue, education, and awareness around issues of diversity, equity, and inclusion in exercise and nutritional sciences.
5. **Measure progress and accountability**
   1. Develop metrics and benchmarks to track progress towards DEI goals and objectives.