

Sustainability Action Research 2022

Equity, Diversity, and Inclusion (EDI) in Sustainability:

Creating an EDI in Sustainability Manual
for UCLA Student Organizations

Final Presentation



Meet the EDI Team!



Priscilla
Co-Lead



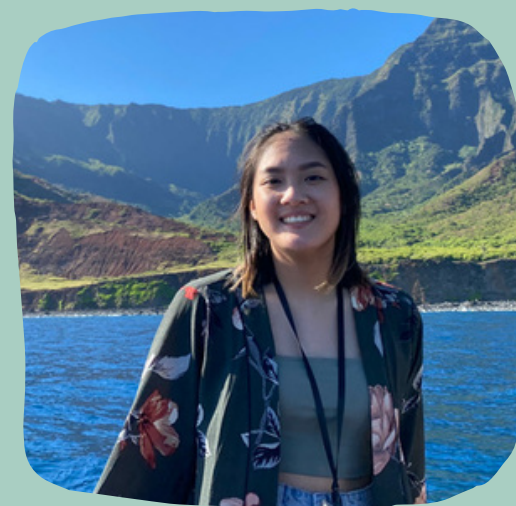
Shailah
Co-Lead



Brittany
Stakeholder



Nancy
Team Member



Ananya
Team Member



Gladys
Team Member



Lilly
Team Member

Important Definitions

Equity, Diversity, and Inclusion (EDI):

- **Equity:** providing the exact access, resources, and opportunities individuals need to thrive and succeed
- **Diversity:** creating a community full of people from diverse backgrounds and identities
- **Inclusion:** creating a safe, welcoming community where everyone feels valued, respected, and empowered

EDI in Sustainability:

- Fostering an inclusive, safe, and welcoming sustainability community for people of all backgrounds
- Including and elevating the voices and needs of historically underrepresented groups in sustainability efforts
- Recognizing and actively challenging the existence of structural racism and discrimination in sustainability



Research Question:

“What challenges do student organizations face when practicing EDI and sustainability, and how can an EDI in sustainability manual help student organizations overcome these challenges to more effectively practice EDI and sustainability?”

Challenges:

- Resources on EDI and sustainability
- Member interest and participation
- Funding
- Time
- Collaboration with student organizations

Research Audience:

- Sustainability student organizations
- Identity student organizations (ethnicity, gender, sexuality, etc)
- "Other" student organizations (career, creative arts, recreation, and service)

Methodology: Surveys



Student Leader Survey:

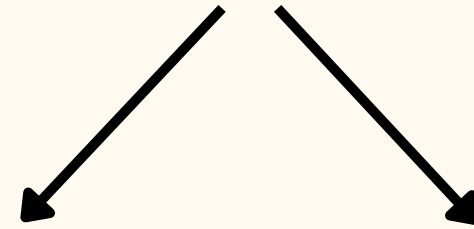
- Their organization's EDI and sustainability practices
- The challenges their organization faces when practicing EDI and sustainability
- The resources their organization needs to overcome such challenges

Member Survey:

- How included, represented, and welcomed they feel within their organization
- The values and practices they believe are important for creating a safe, welcoming space in their organization



Methodology: Focus Groups



Sustainability Leader Session:

- Leaders' personal experiences with EDI + their perspective on the inclusivity of sustainability spaces at UCLA
- Their organization's experiences with practicing and implementing EDI

Identity Leader Session:

- Leaders' personal experiences with sustainability + the connection between their identities and sustainability
- Their organization's experiences with practicing and implementing sustainability



How We Incorporated EDI

[Target Audience]

- Targeted surveys and focus groups at identity and other organizations in addition to sustainability organizations to ensure we uplift students from non-sustainability and underrepresented backgrounds

[Compensation]

- Provided research participants with a \$20 BruinCard deposit for their time

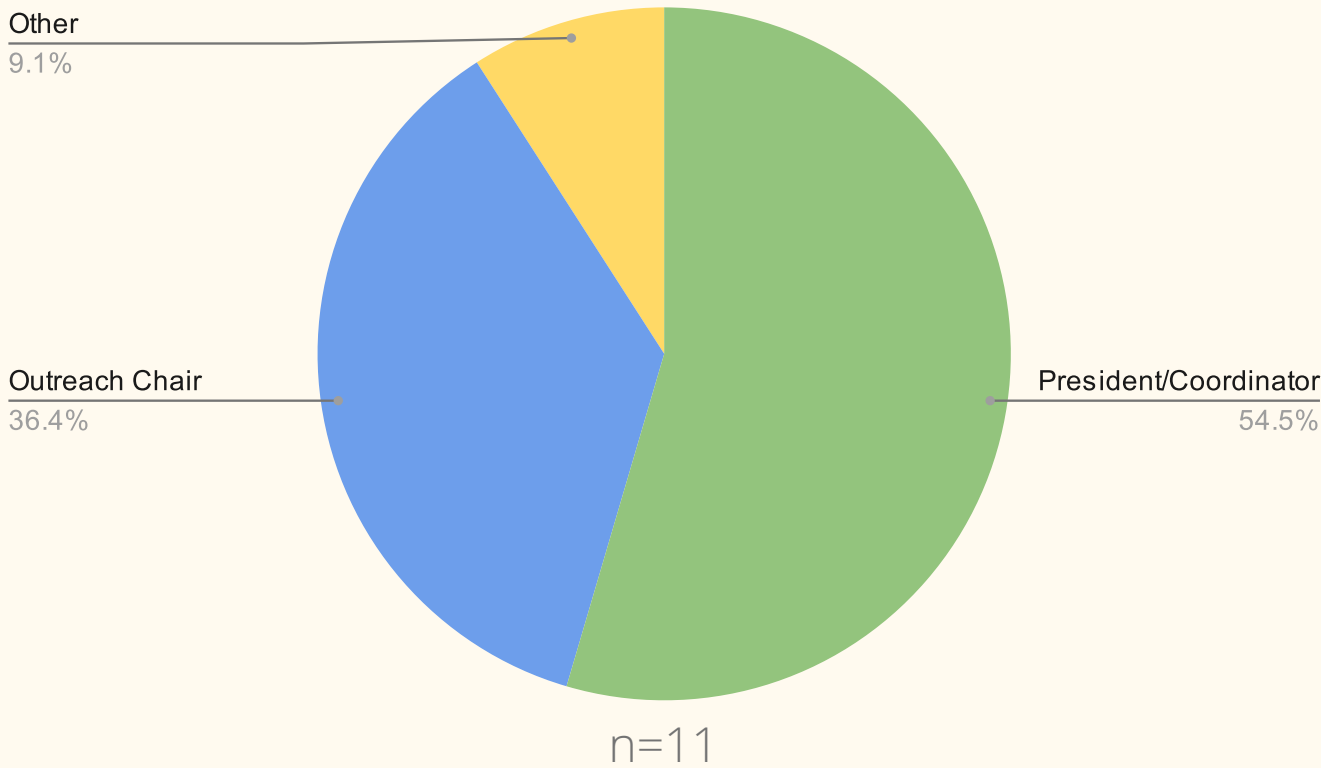
[Accessibility Measures]

- Included a section in our focus group signups for participants to share accessibility needs
- Used image descriptions and subtitles in the work we produced
- Making our manual accessible by creating an audio version and using appropriate colors and font sizes

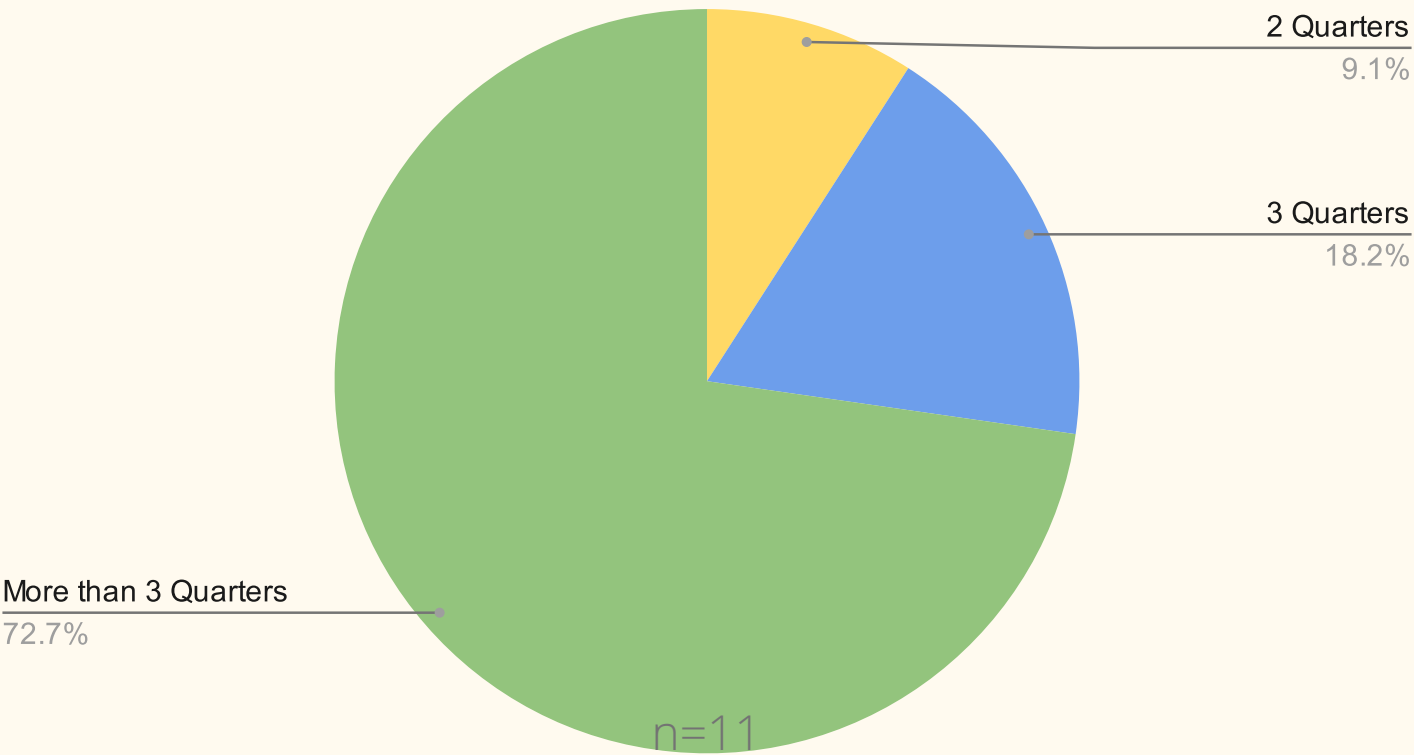
Results

Student Leader Survey: Research Audience

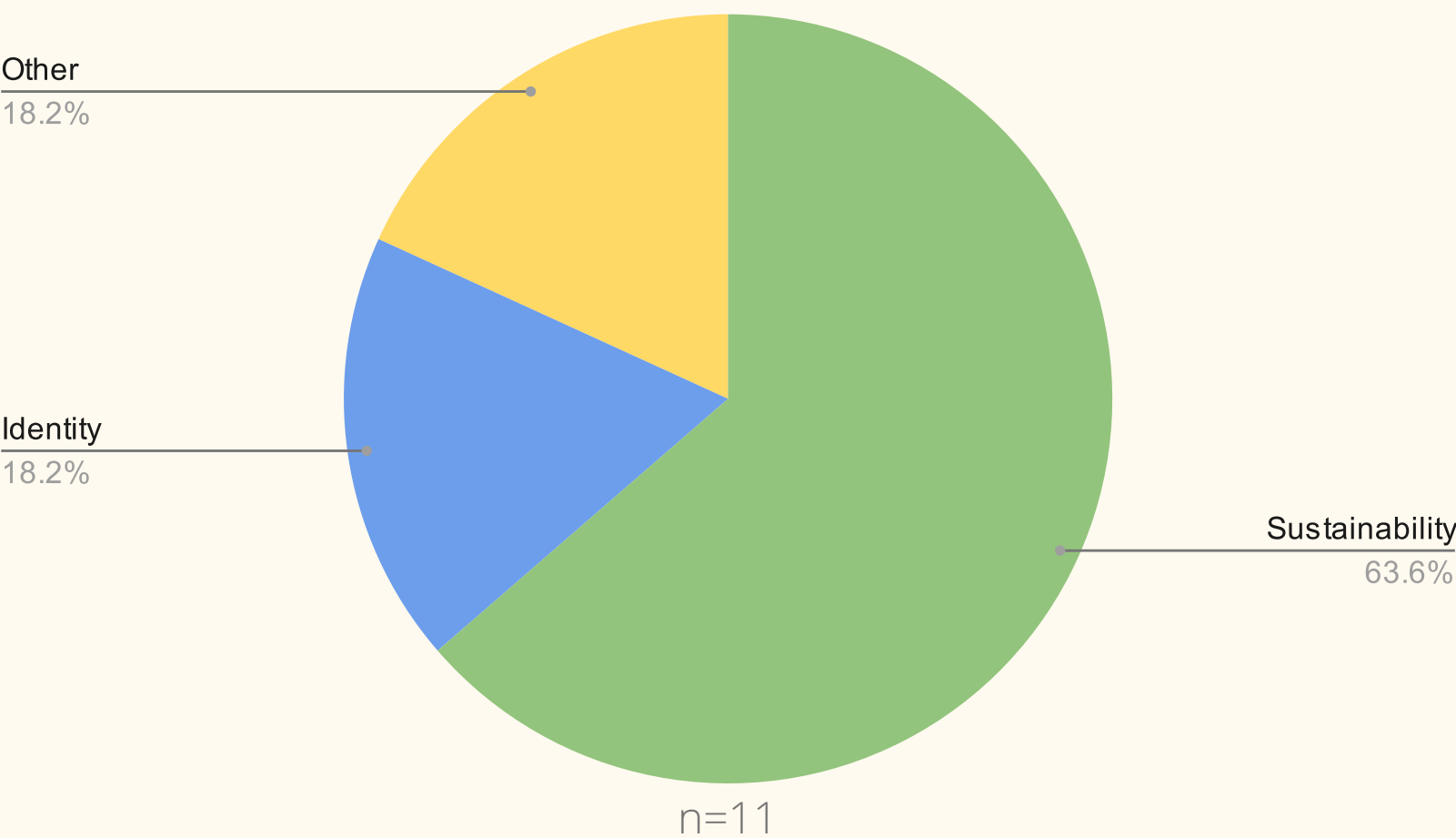
What is your leadership position?



How long have you been involved with your organization?



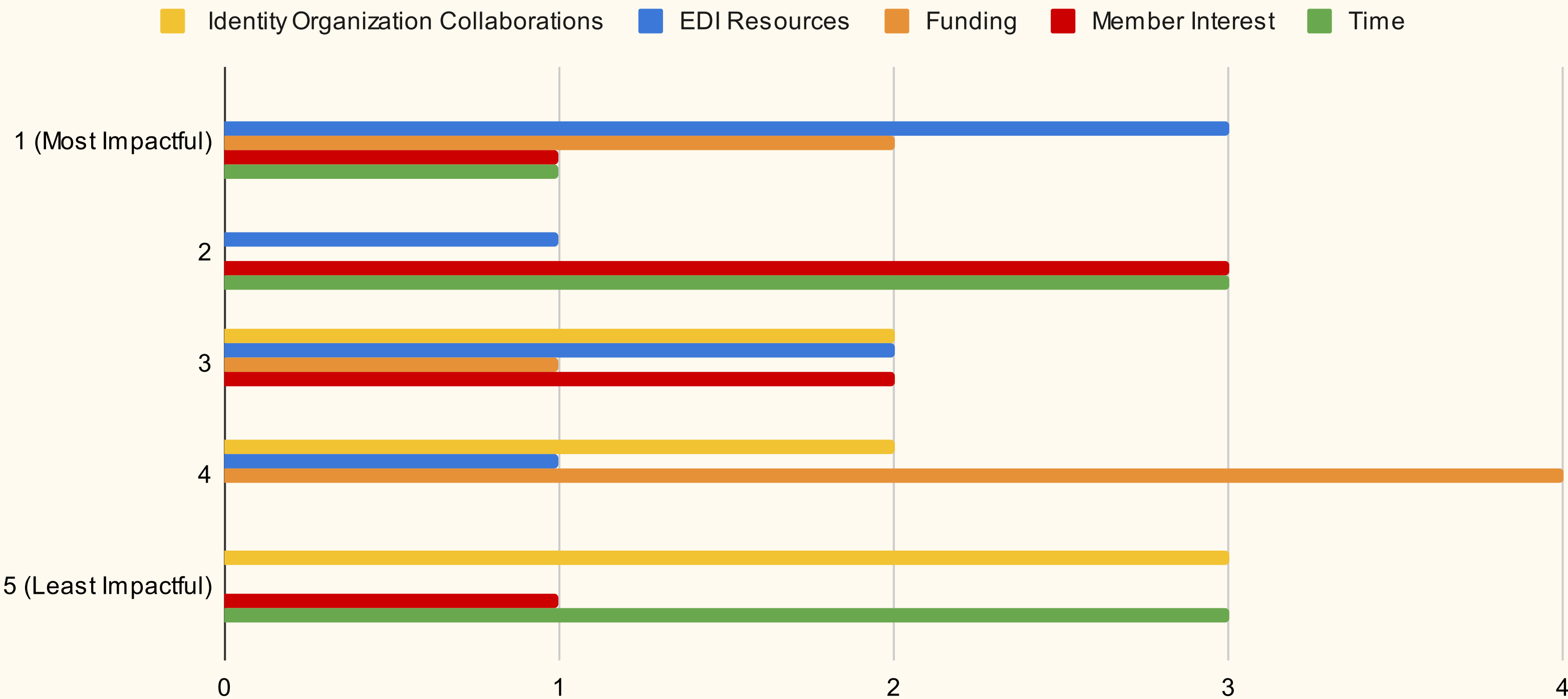
What type of student organization are you a leader of?



Student Leader Survey: Significant Results

Sustainability Organizations Section

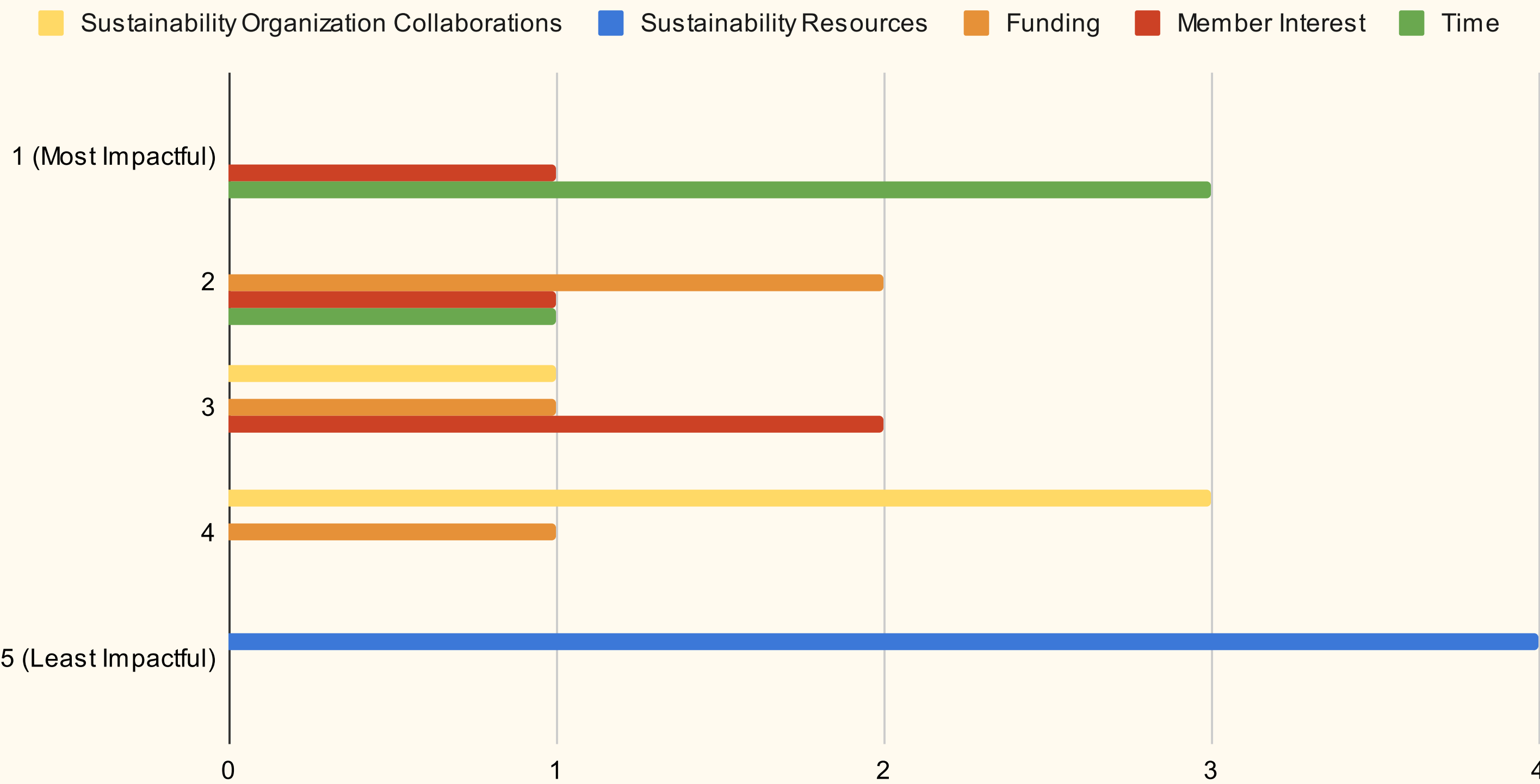
Please rank the following challenges to practicing EDI within your organization from most to least impactful (from 1 to 5) n=7



Student Leader Survey: Significant Results

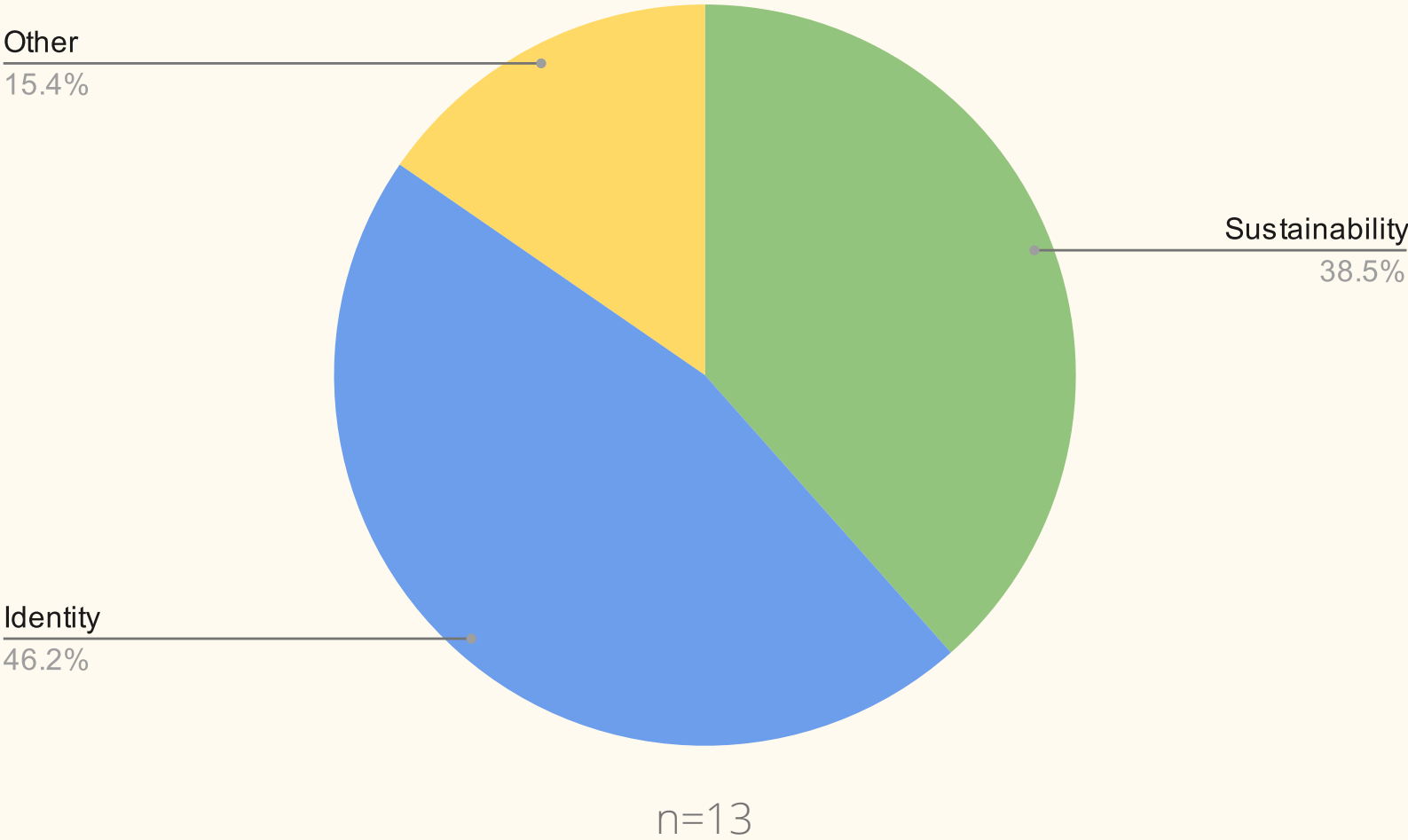
Identity and Other Organizations Sections

Please rank the following challenges to practicing sustainability in your organization from most to least impactful (from 1-5). n=4

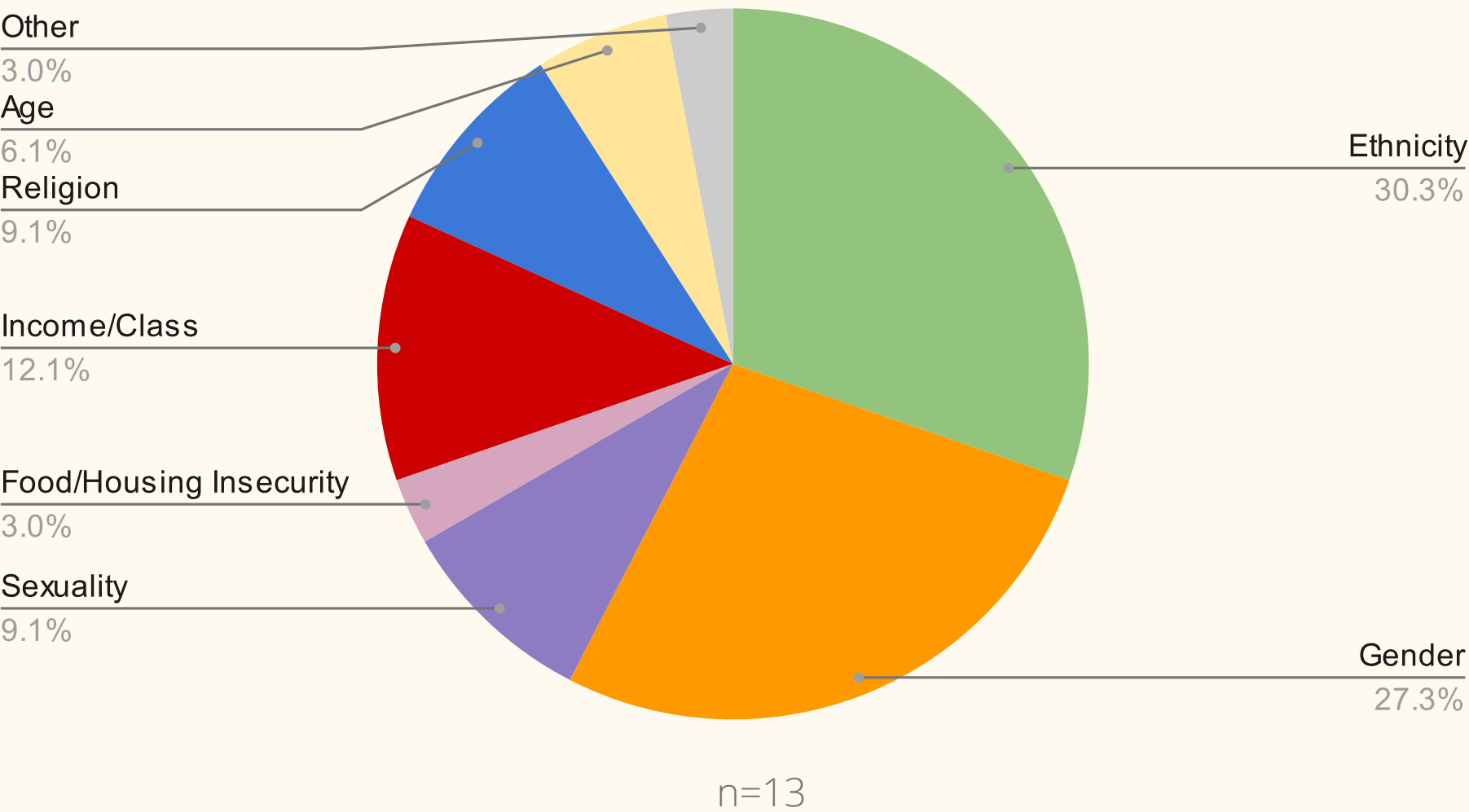


Member Survey: Research Audience

What type of student organization are you a member of?

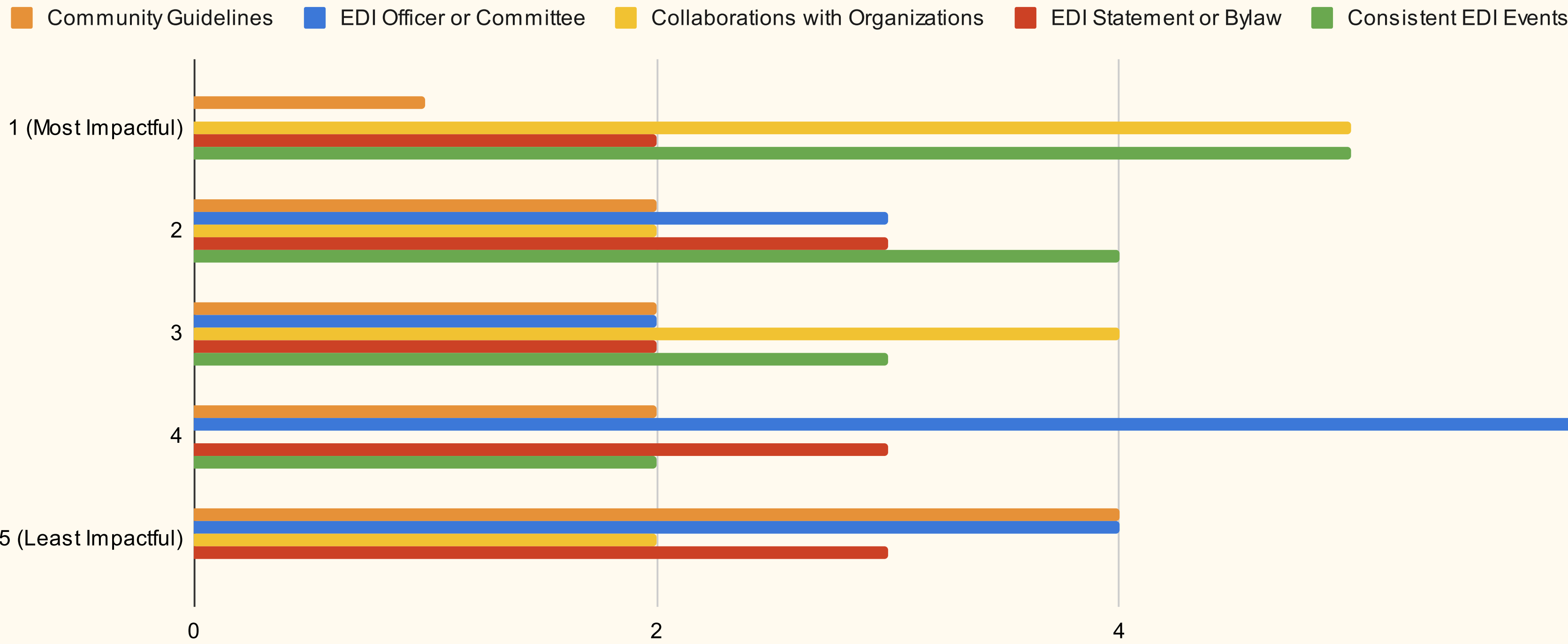


Which identity or identities do you identify the most with? (select all that apply)



Member Survey: Significant Results

Please rank the following equitable practices you believe will help a student organization create a more inclusive and welcoming space from most to least impactful (from 1 to 5). n=13



Sustainability Leader Focus Group

Research Audience:

- 4 sustainability leaders from
 - Access Clean Water Anywhere
 - Ecology, Economy, Equity (E3)
 - Environmental Student Network
 - jane b semel HCI Community Garden



Major Themes:

- Major challenges to practicing EDI and sustainability are:
 - Gaining and retaining membership
 - Collaborating with identity and sustainability organizations
 - Increasing diversity of leadership and membership
- Medium to low likelihood of their organization using the manual unless we launch the manual in a meaningful way

Identity Leader Focus Group

Research Audience:

- 2 identity leaders from
 - Mixed Student Union at UCLA
 - National Society of Black Engineers (NSBE)



Major Themes:

- Major challenges to practicing sustainability:
 - Applicability/relevance of sustainability to organization's goals
 - Limited time means prioritizing organization's focus and goals over sustainability
- Needed resources:
 - How to encourage members to practice sustainability
 - How to make meetings and events sustainable
 - Information about the relationship between identities and sustainability

Deliverable:

EDI in Sustainability Manual for Student Organizations

EDI in Sustainability Manual Contents

- **Section 1: Sustainability Organizations**
 - Implementing EDI into Organizational Structure
 - Implementing EDI into Organizational Activities
 - Recruiting with EDI in Mind
 - Addressing EDI Challenges
- **Section 2: Identity Organizations**
 - Implementing Sustainability into Organizational Structure
 - Implementing Sustainability into Organizational Activities
 - Addressing Sustainability Challenges
- **Section 3: Other Organizations**
 - Implementing Sustainability into Organizational Structure
 - Implementing Sustainability into Organizational Activities
 - Addressing Sustainability Challenges
- **Section 4: Additional Resources**
 - Campus Centers
 - Student Organizations
 - Material to Read
 - Videos to Watch
 - Additional Toolkits

- Includes EDI and sustainability strategies recommended to us by research participants or developed by our team through research analysis
- Includes additional EDI and sustainability resources
- Will be distributed at the start of the 2022-2023 Academic Year through various means, such as:
 - Launching and sharing the manual during True Bruin Welcome Week
 - Requesting our manual to be one of the resources provided to student organizations at the start of the year

Significance



Sustainability Organizations

Our manual can help advise sustainability organizations on how to practice a form of sustainability that is more accessible and inclusive to all.

Identity Organizations

This manual can help to advise identity organizations on the importance of intersectional environmentalism. It should bring identity organizations into sustainability spaces and connect campus organizations with a common goal.

UCLA Spaces

Everyone has a place within campus sustainability. The EDI manual can educate campus organizations and students on how to begin the conversation of EDI in environmentalism and beyond.

Conclusion: The Future!

Manual Updates

- Additional and more effective strategies and recommendations
- Future SAR EDI teams measure and gauge the extent to which the manual is being implemented

Leadership Trainings on EDI

- Led by campus sustainability faculty, SAR students, or other leaders
- Virtually or in-person
- In-depth discussion to augment the manual's effectiveness

Thank you!

Brittany Pannell

Dr. Carl Maida

Dr. Cully Nordby

Maddie Wilson

Phoebe Chiu

Eric Ha

Ruhena Randhawa

Terry Giang

The Green Initiative Fund

Research Participants

SAR Community