

Diversity Enhancement Team @EPSCoR iUtah

Innovative Urban
Transitions and Aridregion
Hydro-sustainability



Diversity Enhancement Goals



- Increase the institutional, individual, disciplinary, and geographic diversity of the STEM enterprise in Utah in order to address the water sustainability issues facing Utah and the Mountain West
- Integrate diversity into all iUTAH activities



Diversity Enhancement Team (DET), Initial Members



Janet Ross (FCS, co-Lead)

Sue Dintelman (Pleiades)

Carla Endres (USU Eastern)

Nancy Huntly (USU, co-Lead)

Kathleen Hurd (SLCC)

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Diversity Enhancement Objectives



- Design, support, and coordinate the efforts of iUTAH to broaden participation by women, Native Americans, rural folks, Hispanics, and Pacific Islanders
- Recruit and retain participation from a diverse group of institutions, disciplines, locations, and individuals statewide



Diversity Enhancement Activities



- Host a diversity training workshop for leadership team members in 2012, after the DET has been expanded to be inclusive
- Bring cultural knowledge into the common understanding of all iUTAH members and thus into all grant activities by:
- --creating a cultural knowledge workbook of readings for all cultural groups
- -- hosting conferences of workshops and presentations about culturally appropriate teaching related to water/ watersheds/natural ecosystems/science in general for the various cultural groups listed above. In year 1, such a conference will be combined with the FCS/BOEP conference in March at USU Eastern in Blanding that focuses on culturally appropriate teaching for K-8.
- --hosting conferences of workshops and presentations about best practices to recruit, mentor, and support development and success of diverse groups
- --hosting seminar exchanges that connect iUTAH scientists with diverse audiences and bring diverse institutions, leaders, and communities into iUTAH science, education, and outreach



Diversity Enhancement Activities



 Conduct some grant activities/ research/citizen science projects in other parts of Utah, to engage all of the groups of teachers/ students/constituencies that iUTAH wants to engage (e.g., summer river institutes on the San Juan River, summer research experiences at USU-Eastern in Blanding and USU-Uintah Basin in Vernal.



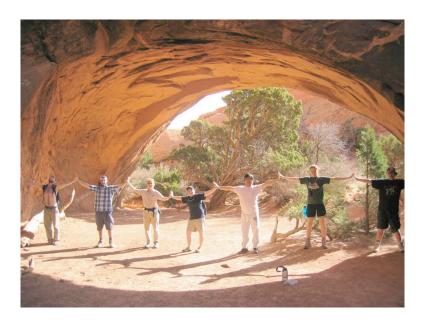
iUtah EPSCoR Diversity Activities



 Recruit from and provide improved support networks for diverse groups, especially women, Hispanics, Native Americans, rural residents, and Pacific Islanders



Challenges



- Obtaining additional funding
- Avoiding perceptions of tokenism in expanding the DET and its advisors
- Recruiting sufficient number and diversity of active team members
- Effective communication among many people and partners over large distances
- Locating cultural knowledge from all groups in a short timeframe
- Integrating and connecting different ways of knowing/learning science
- Coordination among all aspects of iUTAH and with various efforts of iUTAH institutions and partners



Anticipated Outcomes or Impacts



- Increased cultural and practical knowledge of iUTAH leadership, participants, and partners
- Increased recruiting partnerships and effective learning and support networks for diverse individuals and groups
- Increased participation from a diverse group of institutions, disciplines, locations, communities, and individuals statewide.
- Improved participation in, understanding of, and use of water sustainability (and other) science by a more diverse constituency that feels welcomed, respected, and understood by Utah's science and STEM education communities



Anticipated Outcomes or Impacts



- Increased diversity of Utah STEM workforce
- Better integration of iUTAH teaching, research, and outreach across geographic, disciplinary, and cultural entities
- Lasting support networks for women, Hispanics, and Native Americans in water sustainability and STEM in general
- More diverse participation in water sustainability science and applications
- More, more substantive, and more audience-relevant conversation about water sustainability
- Broader participation in STEM at all educational and career levels



Anticipated Outcomes or Impacts



- From the beginning, integration of cultural knowledge and understanding throughout the project and its activities
- Increased recruitment and retention of participation from a diverse group of institutions, disciplines, locations, communities, and individuals statewide.
- Improved participation in, understanding of, and use of water sustainability (and other) science by a more diverse constituency that feels welcomed, respected, and understood by Utah's science and STEM education communities



Review Response: Why success now?



- iUTAH will start by building the foundations from which to understand, engage, and support diverse perspectives and participants
- iUTAH will "train the trainers" and support and sustain diverse participant groups through mentoring and training networks
- Diversity and effective support networks tend to be both catalytic and sustaining. Thus iUTAH will foster a growing and sustained broadening of participation within iUTAH and throughout Utah

Diversity Logic Model



INPUTS

ACTIVITIES

OUTPUTS OUTCOMES

IMPACT

INFRASTRUCTURE

Existing university and community organizations Committed participants State S&T Plan

ENGAGEMENT

Museums Extension Geographically and culturally diverse institutions

> **FUNDING** Track 1 Award Institutions and programs

INFRASTRUCTURE Diversify leadership

teams Diversity-training programs Resources to increase knowledge of diversity Partnerships and support networks Spanish language & other culturally effective

materials **PRACTICE**

Provide diverse partnerships and bestpractice guidance to iUTAH personnel

Partner with Workforce and Engagement Teams to increase the diversity of participants in all iUTAH activities, through TLO, REU, internships, citizen science, teacher training. curriculum development, Spanish language translation, and other activities

INTEGRATION WITH RFA 1-3. CI

Seminars/exchanges that connect iUTAH scientists with diverse institutions. leaders, and communities

Extend iUTAH science to more diverse audiences

INFRASTRUCTURE

Increased cultural and practical knowledge of iUTAH leadership. participants, and partners

Increased recruiting partnerships and learning/support networks for diverse individuals and groups

PRACTICE

Increased diversity and cultural understanding of: Project team Faculty Post-docs Graduate students Undergraduates Technicians K-12 students and teachers Engaged individuals, groups, and communities

INTEGRATION WITH RFA 1-3. CI

Relationships with diverse partners and organizations

INFRASTRUCTURE

Increased diversity of Utah STEM workforce

Better integration of iUTAH teaching, research, and outreach across geographic, disciplinary, and cultural entities

Lasting support networks for women, Hispanics, and Native Americans in water sustainability and STEM in general

PRACTICE

More diverse participation in water sustainability science and applications

INTEGRATION WITH RFA 1-3. CI

More, more substantive. and more audiencerelevant conversation about water sustainability

Broader participation in STEM at all educational and career levels

Increased diversity of Utah STEM workforce

Expanded relevance of water sustainability science for diverse Utah citizens

Increased ability of STEM Ed and outreach to engage and inform all Utah citizens

Improved and more successful decisions about water use in Utah

Increased opportunity for STEM education and career success for women, Hispanics, Native Americas. Pacific Islanders, and rural Utahns