



Diversity
Enhancement
Team
[@EPSCoR iUtah](#)

**Innovative Urban
Transitions and Aridregion
Hydro-sustainability**

iUtah EPSCoR Component

(e.g. research, CI, workforce development, etc.)



Diversity Enhancement

- This team has been asked to diversify the project for the target groups of women, Native Americans, rural folks, Hispanic, and Pacific Islanders.
- It has been asked to ensure we recruit and retain participation from a diverse group of institutions, disciplines, locations, and individuals statewide.

iUtah EPSCoR Component

(e.g. research, CI, workforce development, etc.)



- Members of this group are:

Janet Ross/FCS,
Sue Dintelman/Pleiades,
Carla Endres/USU Eastern,
Kathleen Hurd/SLCC,
Susan Madsen/UVU,
James Morales/USU,
Herm Olsen/HAO,
Hugo Rossi/UU,
Madlyn Runburg/UU.

iUtah EPSCoR Component Goals



- 1-diversify the members of the leadership team of the project—ie invite people of the cultural groups above with skills and interests in this grant focus to join the education, outreach, and diversity teams.
- 2-Host a diversity training workshop for leadership team members in 2012 after it has been expanded to be inclusive.

iUtah EPSCoR Component Objectives



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- 3-Bring cultural knowledge into the common understanding of all leadership members and thus into all grant activities. This can be done in 2 ways.
- A. create a cultural knowledge workbook of readings for all cultural groups.
B. Host a conference in early 2013 of workshops and presentations about culturally appropriate teaching related to water/ watersheds/natural ecosystems/science in general for the various cultural groups listed above. Combine it with the FCS/BOEP conference which is held the first weekend of March at USU Eastern in Blanding and already focuses on culturally appropriate teaching for K-8th grades but expand the conference to K-16.

iUtah EPSCoR Component Activities



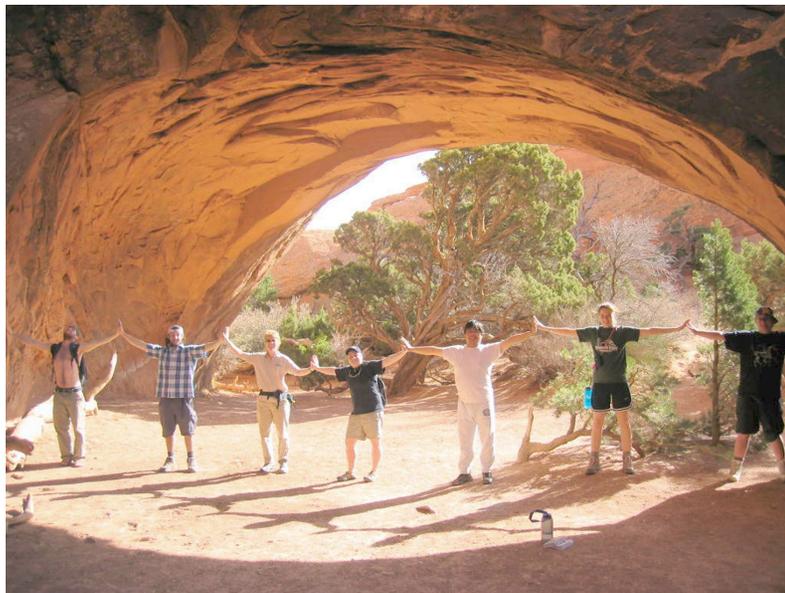
- 4. Conduct some grant activities/research/citizen science projects in S. Utah closer to the teachers/students the grant wants to serve such as summer/river institutes on the San Juan River.

iUtah EPSCoR Component Outputs



- 5. Conduct targeted recruitment for diverse audiences at the various colleges and universities, esp USU Eastern.

Possible Challenges



- **Challenges**
- 1-finding additional funding
- 2-Additional members feeling they are subject to tokenism
- 3-finding diverse members who will commit and participate fully
- 4. finding part time staff or consultants to do some of these tasks
- Locating all the needed cultural knowledge from all these groups in a short timeframe. Some cultural knowledge may be important but cannot be shared.
- Some cultural groups see science differently than Western scientists do or learn science differently. How do we integrate and connect different ways of knowing/learning science?

Anticipated Outcomes or Impacts



- 1. If done at the start of the project this cultural knowledge will be integrated throughout programming in all the years of the grant
- 2. More buy-in from a diverse audience as they feel welcome, respected, and understood
- 3. Recruit and retain participation from a diverse group of institutions, disciplines, locations, and individuals statewide.