



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)
- Susan Madsen (UVU)
- James Morales (USU)
- Herm Olsen (HAO)
- Hugo Rossi (UU)
- Madlyn Runburg (UU)

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



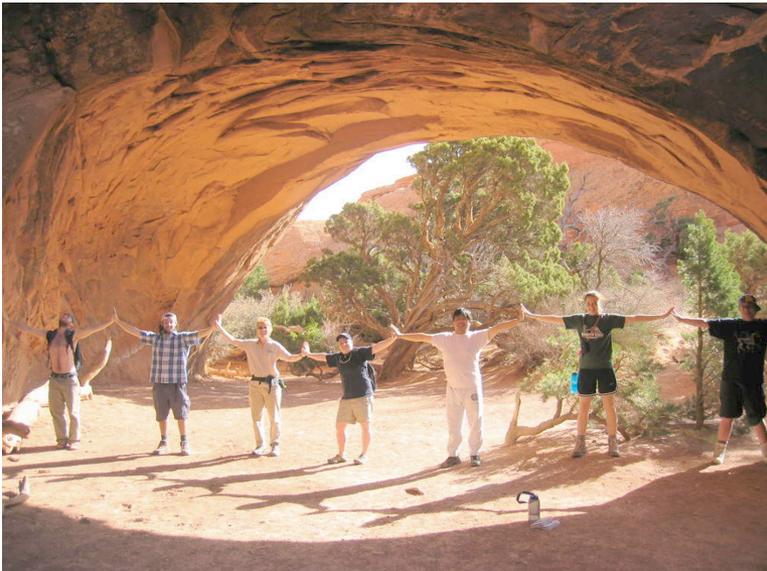
- Conduct some grant activities/ research/citizen science projects in other parts of Utah, to engage all of the groups of teachers/ students/constituencies that iUTAH wants to engage (e.g., summer river institutes on the San Juan River, summer research experiences at USU-Eastern in Blanding and USU-Uintah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

