

# DIVERSITY TEAM STRATEGIC PLAN

YEAR 4: JUNE 2016 TO MAY 2017

**VISION: TO HAVE NEW MEXICO'S STEM POPULATION MIMIC NEW MEXICO'S GENERAL POPULATION**

**MISSION: TO INCREASE THE FEMALE AND UNDERREPRESENTED MINORITY PARTICIPATION WITHIN ALL NM EPSCOR COMPONENTS**

**GOAL: TO HAVE AT LEAST 50% F/URM PARTICIPANTS AND EXTERNAL ENGAGEMENT IN ALL NM EPSCOR COMPONENTS BY MAY 31, 2018 WITH PRIORITY PLACED ON STEMAP UNDERGRADUATES**

**OUTCOMES: GRADUATION, ENTER HIGHER DEGREE, AND/OR ENTER WORKFORCE**

## OBJECTIVE ONE

Retain undergraduates through enhanced mentorship capabilities of two faculty members and one graduate student per NM EPSCoR Research Team by May 31, 2018.

### STRATEGIES

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1. Provide training for NM EPSCoR researchers and graduate student mentors
2. Grow NM EPSCoR toward "NM EPSCoR has excellent mentors" brand

## OBJECTIVE TWO

Retain undergraduates through an enhanced NM EPSCoR support system of 45 STEMAP students by May 2018.

### STRATEGIES

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1. Continue to support STEMAP activities

2. Continue to create a sense of community among students & NM EPSCoR
3. Investigate ways to support NM EPSCoR undergraduates outside of STEMAP

## OBJECTIVE THREE

Connect with 75 F/URM undergraduates a year for STEMAP and Research Teams via recruitment.

### STRATEGIES

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1. Identify new types of recruitment
2. Create language and images that encourage diversity
3. Create promotion toolbox for recruitment
4. Identify and disseminate opportunities for NM EPSCoR recruitment

## OBJECTIVE FOUR

Promote a culture of diversity and inclusion within NM EPSCoR by May 2018.

### STRATEGIES

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1. Define NM EPSCoR's culture of diversity and inclusion
2. Measure to establish a baseline of diversity among project participants
3. Research and promote existing diversity outreach strategies and resources
4. Create NM EPSCoR diversity training and deliver to project participants

On schedule	Behind but not needing attention	Off track & needing attention
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TASKS JUN - AUG SEP - NOV DEC - FEB MAR - MAY

<b>ENHANCED MENTORSHIP</b>	<b>1.1) Provide training for NM EPSCoR researchers &amp; graduate students</b>				
	Identify number of faculty & graduate students working with undergraduate students				
	Determine achievable number of faculty & undergraduate students to work with				
	Review existing training & make necessary changes				
	Research mentorship trainings/program				
	Ask Explora about their mentorship training				
	Create training content				
	Open training to NM EPSCoR				
	Deliver training				
	Define deliverables - mentor plans				
	Evaluate & report, work with external evaluator				
	<b>1.2) Grow NM EPSCoR toward "NM EPSCoR has excellent mentors" brand</b>				
	Create branding				
	Improve understanding of what motivates faculty to be mentors to market and brand - Feb				
	Spotlight geared toward mentors				
	Work out process & criteria for NM EPSCoR Mentor Awards				
	Ask for faculty & grad student mentor nominees from students				
	Hand out Awards at AHM				
	Support faculty to apply for the PAESMEM - June				
	Ask for NM Impact Award faculty mentor nominees - Aug				
	Support female faculty to apply for the NM Impact Award - 9/16/16				
	Facilitate STEMAP focus group to identify "what makes a good mentor" - Spring				

Videos of students & faculty on mentoring - Spring				
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<b>ENHANCED SUPPORT SYSTEM</b>	<b>2.1) Continue to support STEM activities</b>				
	Assist in creating big splash for end of summer presentations				
	Attend STEM Presentation Day				
	Contribute information on opportunities & research experiences for undergraduates				
	Coordinate focus groups on STEM experience, mentoring, future plans				
	Work with FLPDI cohort to continue research at PUI institution (at least 2 STEM students/year)				
	<b>2.2) Continue to create a sense of community among students &amp; NM EPSCoR</b>				
	Connect STEM students with EPSCoR researchers				
	Introduce students to Diversity Team & NM EPSCoR team at NMAS Joint Meeting - Nov				
	Create social media platform for communication				
	Figure out how to engage STEM alumni				
	<b>2.3) Investigate ways to support NM EPSCoR undergraduates outside of STEM</b>				
	Obtain email addresses of undergraduates				
	Open up STEM webinars to all EPSCoR students				
	Invite to events				

<b>IT STUDENTS</b>	<b>3.1) Identify types of recruitment</b>				
	Talk about "best practices" - Aug				
	Review document with list of tactics - Aug				
	<b>3.2) Create language &amp; images that encourage diversity</b>				
	Encourage everyone to take photos - Summer & Fall				
Review & edit existing materials, keep updated with current participants, add "multiple mentors" language - Sep					

<b>CONNECT TO &amp; RECRU</b>	Create new materials, work with Communications Coordinator - Sep & Oct				
	Nominate professionals for Natives in STEM				
	Support Natives in STEM project				
	<b>3.3) Create promotion toolbox for STEM MAP recruitment</b>				
	Create file images/ text/ email/ Tweets	Amy			
	Provide to former STEM MAP students				
	<b>3.4) Identify &amp; disseminate opportunities for NM EPSCoR recruitment</b>				
	Sign up for newsletter				
	Use FLPDI network				
	Share opportunities with Diversity Team networks				
Share opportunities with STEM MAP recruitment priorities					

<b>PROMOTE DIVERSITY &amp; INCLUSION</b>	<b>4.1) Define NM EPSCoR's culture of diversity &amp; inclusion</b>				
	Identify NSF's definition of diversity				
	Define NM EPSCoR's definition of diversity & inclusion				
	Define diversity core values				
	<b>4.2) Measure to establish a baseline of diversity among project participants</b>				
	Determine diversity percentage for participants				
	Review information from Year 1 AHM diversity activity				
	Create survey to view growth from Y1 AHM diversity activity				
	Survey diversity & inclusion attitudes of NM EPSCoR participants				
	<b>4.3) Research &amp; promote existing diversity outreach strategies &amp; resources</b>				
	Research diversity outreach strategies & resources				
	Share research findings				
	Identify Diversity Champions				
	Ensure NM EPSCoR materials reflect diversity core values (website, reports, newsletter, social media, slides, etc.)				
	<b>4.4) Create NM EPSCoR diversity training &amp; deliver to project participants</b>				
	Lead 15-30 minute activity/exercise when Teams have meetings				

	Ensure diversity presence at NM EPSCoR All Hands Meetings, part of agenda				
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