

# DIVERSITY TEAM STRATEGIC PLAN

YEAR 5: JUNE 2017 TO MAY 2018

**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~~ – completed
2. Create language and images that encourage diversity
3. ~~Create promotion toolbox for recruitment~~ – completed
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 and share 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 and inclusion outreach strategies and resources
4. Create and deliver NM EPSCoR diversity and inclusion training and activities to project participants