

Idaho Diversity Network Meeting

April 12, 2019 / 9:30 a.m. – 1:00 p.m. (MST)
Bergquist Lounge - BSU Student Union Building

Objective: The purpose of the meeting is to convene as part of a process of integrating and networking across institutional and organizational boundaries in an effort to increase diversity and support and mentor diverse students in STEM pathways (pre-college to post-doctoral) and create a climate of inclusion across Idaho campuses. During this meeting we hope to:

- Network and build community across our institutional and organizational boundaries
- Identify priority areas and action items for Network to pursue in next 3-5 years

Agenda:

9:30 – 9:45 a.m.	Welcome and Introductions
9:45 – 10:00 a.m.	Activity (<i>Sarah Penney</i>)
10:00 – 10:15 a.m.	Network update (<i>IDN Leadership Team</i>)
10:15 – 10:45 a.m.	Institutional/Stakeholder Highlights
10:45 – 11:00 a.m.	Activity (<i>Sonia Martinez</i>)
11:00 – 11:10 a.m.	Break
11:10 – 12:00 p.m.	Priority Areas/Survey Feedback (<i>Catherine Bates</i>)
12:00 – 12:30 p.m.	Action Items (<i>Melinda Davis</i>)
12:30 – 1:00 p.m.	Networking Lunch (<i>Boise River Café</i>) *optional/credit-card only

Reimbursement Request Form:

For participants who have requested travel assistance - the following link can be used to request reimbursement when trip is completed (please submit by April 30th). Per Diem will be paid as well. **Reimbursement Link:** <https://www.idahoepscor.org/financial-forms>

- *If you have questions about reimbursement or need assistance, please contact Tami Noble, EPSCoR Finance Manager, at tnoble@uidaho.edu or call 208-885-5842*

Idaho Diversity Network

www.idahodiversity.org

Overview:

In an effort to support Science, Technology, Engineering and Mathematics (STEM) fields within higher education in Idaho, Idaho EPSCoR established the Diversity Network to foster communication across campuses to encourage the formation and dissemination of new ideas, values, and learning, and provide leadership to carry out integrative activities. The Network involves Idaho's three public universities along with 2 and 4 year colleges, and stakeholders, and assists in creating sustainable partnerships and strengthening recruitment and retention efforts, particularly for underrepresented minorities (URM), women, and persons with disabilities.

The Network has worked to identify some priority areas where an integrated approach and the leveraging of resources would be beneficial to students and faculty at Idaho's institutions. Common areas of interest include:

- 1) Faculty/staff training
- 2) Recruitment of URM students
- 3) URM faculty hiring/accountability
- 4) State STEM Symposium (H.S. / ICUR / Leadership)
- 5) Plans and policy (Diversity / Mentoring)
- 6) Workforce Development

Funding: Funding to support Network travel and programming for priority areas is provided by Idaho NSF EPSCoR under the current GEM3 funding. Additional information can be found at:

www.idahoepscor.org

Idaho EPSCoR Programs:

The GEM3 Diversity Plan aims to increase participation from underserved populations (primarily Hispanics and Native Americans), low-income, rural and/or first generation students, and women, through diversity programs and outreach to regional Tribes, Hispanic communities, and rural communities. Increased public scientific literacy will be achieved through the engagement of citizen scientists and communities. Agency, industry, and tribal stakeholders will participate in scientific data exchanges, inform GEM3 research questions, and provide internship opportunities.

Vertically Integrated Projects (VIP)

GEM3 uses a **Vertically Integrated Projects (VIP)** strategy. The VIP is an intentional curricular infrastructure that establishes an on ramp for students and provides a range of training, mentoring and professional development support to both students and faculty. The VIP is implemented statewide and the goal is to provide the scaffolding to support transdisciplinary science and grow the next generation of conservation science leaders and workers.

Undergraduate Diversity

GEM3 supports **Authentic Research Experiences** to promote diverse participation and success in GEM3-related STEM fields. The WFD program – through VIP – provides a unique framework to amplify the impact of research experiences on diverse undergraduate students. Substantial enrichments include: (a) a strong social support network; and (b) a sustained effort that guides students from freshman to graduation.

GEM3 Summer Research Experience: This program specifically targets URM students, providing them with an intensive laboratory and field experience, while creating an important bridge between academic years. This experience is open to diverse students from the PUIs who transfer to Idaho research institutions.

Faculty Diversity

A more inclusive and diverse faculty will be promoted on GEM3 campuses by taking a career-cycle approach that improves recruitment, retention, and advancement of URM and female faculty. The **Idaho System to Attract and Retain Talent (START)** proposes to adopt the effective practices of the NSF ADVANCE model to attract and retain diverse faculty. Idaho START promotes best practices in faculty recruitment and retention of faculty from underrepresented populations

For more information visit www.idahogem3.org



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IDN Meeting – Participant Overview:

University of Idaho:

Sarah Penney – Idaho NSF EPSCoR, Education Outreach & Diversity Coordinator (sarahp@uidaho.edu)

Melinda Davis – Director of STEM Education (melindadavis@uidaho.edu)

Karla Eitel – Education Director, McCall Outdoor Science School (keitel@uidaho.edu)

Yolanda Bisbee – Director of Tribal Relations (yobiz@uidaho.edu)

Diana DeJesus – College of Law *tentative (ddejesus@uidaho.edu)

Idaho State University:

Sonia Martinez – STEM Diversity & Outreach Coordinator (martsoni@isu.edu)

Barbara Wood Roberts – Director, Intercultural Competency Lab (woodbar2@isu.edu)

Amanda Eakins – Graduate School (eakiaman@isu.edu)

Valentin Garcia – ISU Financial Tech/Recruiter (garcvale@isu.edu)

Lewis Clark State College:

Bob Sobotta Jr. – Native American/Minority Student Programs (bsobotta@lcsc.edu)

Boise State University:

Donna Llewelyn – Director, Institute for STEM/Diversity Initiatives (donnallewellyn@boisestate.edu)

Catherine Bates – STEM Diversity/LSAMP Coordinator (catherinebates@boisestate.edu)

Gregory Martinez – Director, TRIO College Programs (gregorymartinez@boisestate.edu)

Liljana Babinkastova – BSU Faculty (liljanababinkostova@boisestate.edu)

Idaho Stakeholders:

Cruz Gallegos – State Coordinator, Career & Technical Education Program (cruz.gallegos@cte.idaho.gov)

Juan Saldana – Idaho Commission on Hispanic Affairs (Juan.Saldana@icha.idaho.gov)

Johanna Jones – Idaho State Indian Education (jjones@sde.idaho.gov)

Kaitlin Maguire – Idaho STEM Action Center (istem@stem.idaho.gov)

Idaho Diversity Network

Organizational Structure

Mission Statement:

In an effort to support Science, Technology, Engineering and Mathematics (STEM) fields within higher education in Idaho, Idaho EPSCoR established the Idaho Diversity Network (IDN) to foster communication across campuses to encourage the formation and dissemination of new ideas, values, and learning, and provides leadership to carry out integrative activities at a State level. The Network involves Idaho's public universities and 2 and 4 year colleges and assists in creating sustainable partnerships, and strengthening recruitment and retention efforts, particularly for underrepresented minorities and other underserved populations.

IDN Leadership Team:

- The IDN Leadership Team consists of existing staff/faculty currently serving in a STEM, Education, and/or Diversity-related role with an Idaho institution (both research and 2-4 year colleges), school district, or educational/community agency targeting an underserved population in Idaho.
- The IDN Leadership Team will consist of representatives from participating institutions (not to exceed 6 team members in total) and team members will serve until a formal organizational structure with elected leadership is established.
- IDN Leadership Team responsibilities:
 1. Facilitate formal Network meetings when needed
 2. Develop a formal organizational structure for the IDN which includes leadership positions, process for appointing positions, position terms, and roles and responsibilities of the Leadership Team
 3. Identify and prioritize Network goals and objectives via facilitated strategic planning processes
 4. Form and facilitate working group meetings on specific IDN goals & objectives
 5. Ensure progress is being made on action-items
 6. Assist with updating IDN website and contributing to IDN publications

General IDN Membership:

- General IDN Membership includes participants currently affiliated in an official capacity (in a STEM, Education, and/or Diversity-related role) with an Idaho institution (both research and 2-4 year colleges), school district, or educational/community agency targeting an underserved population in Idaho. Stakeholders and those engaged in Idaho's workforce development STEM and Diversity initiatives are also welcome to participate.
- IDN Membership opportunities:
 1. Participation in Network meetings and/or other Network sponsored events
 2. Engage and support the Idaho Diversity Network in achieving strategic goals

3. Serve as one of the primary communication channels between IDN and their institution or organization for statewide level planning, prioritization, and decision making
4. Contribute to IDN website and communication efforts
5. Be listed as Diversity/STEM members/resources on the Idaho Diversity Network website

Meetings:

- The Network (Leadership Team and general membership) will meet once per semester (including summer) or at other intervals, as needed, to meet IDN goals and objectives. Official meetings will include both in-person and conference call meetings. Additional smaller working groups will also convene as needed.
 - The IDN Leadership Team will establish meeting agendas and will share meeting outcomes on IDN website and via IDN email list-serve.
 - A simple majority voting rule will be used as the primary decision making process by the IDN in order to conduct and implement Network business.
 - The Leadership Team will meet additionally as needed either electronically or in person in order to carry out responsibilities. Working groups will meet as necessary and will be facilitated by a Leadership Team member designated as the working group lead.
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Leadership Team Members:

Catherine Bates – STEM Diversity/LSAMP Coordinator (catherinebates@boisestate.edu)

Melinda Davis – Director of STEM Education (melindadavis@uidaho.edu)

Sonia Martinez – STEM Diversity & Outreach Coordinator (martsoni@isu.edu)

Barbara Wood Roberts – Director, Intercultural Competency Lab (woodbar2@isu.edu)

Donna Llewellyn – Director, Institute for STEM/Diversity Initiatives (donnallewellyn@boisestate.edu)

Karla Eitel – Education Director, McCall Outdoor Science School (keitel@uidaho.edu)

Sarah Penney – Idaho NSF EPSCoR, Education Outreach & Diversity Coordinator (sarahp@uidaho.edu)